

***#deliveringProgress***

# INSIDE THIS REPORT



## #deliveringProgress

In a world of complex challenges, the future is not a destination we await, but a reality we build with every action we take. MISC Group stands at the nexus of this journey, where reliability meets visionary change. Our theme, #deliveringProgress, reflects the powerful duality of our mission: we are the unwavering maritime force that delivers the energy essential for today's world, while simultaneously advancing the innovations that will define the next era of energy transition.

With 57 years of heritage, MISC Group is deeply anchored in Malaysia's nation-building journey. We have not only contributed to the growth of our national economy but have also positioned Malaysia as a key player in the global maritime industry. Our legacy is built on operational excellence, maritime leadership and a steadfast commitment to national progress, a legacy we carry forward as we navigate the evolving global energy landscape and contribute to shaping its sustainable future.

For MISC Group, progress is not an aspiration but a measurable result, delivered through our Resilient Core, alongside our efforts in pioneering new energy solutions and our unwavering commitment to decarbonisation. This commitment is what enables us to serve as the vital link between the energy needs of today and a sustainable tomorrow, proving that leadership means taking responsibility for the future, one milestone at a time.



To download a soft copy, go to <https://www.miscgroup.com/investor-relations/presentations-and-reports> or scan the QR code.

### NAVIGATION ICONS

#### Key Capitals

- F** Financial
- I** Intellectual
- N** Natural
- P** Physical
- S** Social & Relationship
- H** Human

#### Key Stakeholder Groups

- S1** Government/Regulators
- S2** Shareholders/Investors/Financial Services Providers
- S3** Customers
- S4** Employees
- S5** Business Partners/Suppliers & Vendors
- S6** Communities
- S7** Industry Peers
- S8** Academic Organisations
- S9** Trade Associations/NGOs
- S10** Media

#### Risks

- R1** Geopolitical Risk
- R2** Market Risk
- R3** Energy Transition and Decarbonisation Risk
- R4** Financial Risk
- R5** Asset Integrity and Performance Risk
- R6** Project Delivery Risk
- R7** Health, Safety, Security and Environment Risk
- R8** Cybersecurity Risk
- R9** Talent Risk
- R10** Compliance and Regulatory Risk
- R11** Physical Climate Risk

#### Material Matters

- M1** Climate Change and GHG Emissions
- M2** Waste Management
- M3** Ecological Impact
- M4** Air Pollution
- M5** Health, Safety and Security
- M6** Talent Management
- M7** Human Rights
- M8** Community Engagement and Development
- M9** Corporate Governance and Business Ethics
- M10** Cybersecurity
- M11** Supply Chain Management
- M12** Digitalisation

#### Operating Environment

- E1** Geopolitics
- E2** Global Economy
- E3** LNG Sector
- E4** Crude Oil Sector
- E5** Offshore Sector
- E6** Decarbonisation of the Maritime Industry
- E7** Energy Transition
- E8** Advancements in Technology and Digitalisation in the Maritime Industry

#### Materiality Quadrant

- Areas of focus**
- Areas of interest**
- Areas to monitor**
- Areas of low importance**

#### Strategic Pillars

- SP1** Resilient Core
- SP2** Profitable New Energy Business
- SP3** Decarbonisation

#### United Nations Sustainable Development Goals



### SEC 1 INTRODUCTION

- 04** About This Report
- 05** MISC's 2025 Integrated Reporting Suite
- 06** Who We Are
- 07** Our Investment Case
- 08** Our Businesses
- 12** How We Move Energy
- 14** Chairman's Message
- 18** Board Sustainability & Risk Committee Chairperson's Message
- 22** President & Group Chief Executive Officer's Message
- 28** Key Highlights of 2025
- 30** Awards and Accolades

### SEC 2 APPROACH

- 34** Our Sustainability Voyages
- 40** Sustainability Governance
- 44** Prioritising What is Most Material
- 54** Our Stakeholders' Universe

### SEC 3 SUSTAINABILITY STRATEGIC PRIORITIES

#### Financial Pillar

- 85** Economic Value Creation
- 88** Direct Economic Value Creation
- 93** Indirect Economic Value Creation

#### Environment Pillar

- 96** Our Approach
- 97** Decarbonisation Pathway
- 110** Greenhouse Gas Management
- 114** Promoting Circular Economy
- 121** Conserving Marine Biodiversity
- 130** Other Environmental Matters

#### Social Pillar

- 134** Strengthening Safety Culture
- 166** Our People, Our Strength
- 180** Respecting Human Rights at Sea and Shore
- 192** Partnering With the Community

#### Governance Pillar

- 200** Our Approach
- 202** Operating Responsibly
- 218** Strengthening Cybersecurity
- 222** Advancing a Sustainable Supply Chain

### SEC 4 SUSTAINABILITY-RELATED FINANCIAL DISCLOSURES

- 226** Basis of Preparation
- 230** Overview of the Group and Value Chain
- 233** Materiality Assessment
- 236** Sustainability Governance
- 240** Climate-related Transition Plan
- 246** Climate-related Risks and Opportunities
- 266** Climate Resilience
- 274** Bursa Malaysia Prescribed Table

### SEC 5 ADDITIONAL INFORMATION

- 278** Independent Assurance Statement 2025
- 281** Performance Data
- 298** Reporting Principles & Data Assumptions
- 305** Sustainability Reporting Standards & Disclosures - Global Reporting Initiative Content Index
- 310** Sustainability Reporting Standards & Disclosures - Sustainability Accounting Standards Board Index
- 312** List of Abbreviations

SECTION 1

# INTRODUCTION

|    |   |
|----|---|
| 04 | About This Report   |
| 05 | MISC's 2025 Integrated Reporting Suite                      |
| 06 | Who We Are  |
| 07 | Our Investment Case   |
| 08 | Our Businesses  |
| 12 | How We Move Energy  |
| 14 | Chairman's Message  |
| 18 | Board Sustainability & Risk Committee Chairperson's Message |
| 22 | President & Group Chief Executive Officer's Message         |
| 28 | Key Highlights of 2025                                      |
| 30 | Awards And Accolades  |



# ABOUT THIS REPORT

Welcome to MISC Berhad's ("MISC" or the "Group") Sustainability Report 2025. This report presents a comprehensive overview of the Group's sustainability performance, highlighting its commitments, strategies and initiatives in relation to matters identified as most material to the business and its stakeholders through the materiality assessment process.

The Sustainability Report 2025 complements MISC's Integrated Annual Report 2025. While the Integrated Annual Report presents a concise view of the Group's business activities and overall performance, this Sustainability Report offers deeper insight into our sustainability priorities, initiatives and outcomes.

## REPORTING SCOPE, BOUNDARY AND PERIOD

The data and insights presented in this report encompass all business activities and operations under the MISC Group's operational control or majority ownership. This includes the Group's core segments: Gas Assets & Solutions, Petroleum & Products, Offshore, Marine & Heavy Engineering, Marine Services and Maritime Education & Training. Where relevant, material contributions from joint ventures and associated entities have also been included.

This Sustainability Report is published annually and covers the reporting period from 1 January to 31 December 2025. It also includes any material events that occurred after the end of the reporting period and prior to the publication date.

For a comprehensive list of disclosures aligned with the IFRS® Sustainability Disclosure Standards, the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), please refer to the Sustainability Reporting Standards & Disclosures section. Further details on the reporting approach, scope and underlying assumptions are outlined in the Reporting Principles & Data Assumptions section of this report.

## INDEPENDENT ASSURANCE

In 2025, MISC obtained an independent limited assurance on selected sustainability performance data. The independent assurance statement is presented in the Independent Assurance Statement 2025 section of this report.

## DATA MEASUREMENT TECHNIQUES AND ASSUMPTIONS

Statements in this Sustainability Report relating to future developments and past events are based on information and assumptions available at the time of publication. Certain information contained herein is derived from third-party sources and relates to operations outside the Group's direct control. Notwithstanding this, internal due diligence has been undertaken to verify the accuracy of the information collected and to ensure that it is prepared and presented in accordance with a consistent and reliable methodology.

For further details on data accounting principles, measurement methodologies and underlying assumptions, please refer to the Reporting Principles & Data Assumptions section of this report.

## ENGAGING WITH STAKEHOLDERS FOR GREATER IMPACT

Engagement with stakeholders throughout the development of this Sustainability Report has informed our understanding of key sustainability matters and supported a more balanced and meaningful disclosure. Input from internal stakeholders, including business units, subsidiaries

and key functions, has been incorporated. Feedback from external stakeholders, gathered through engagement activities conducted over the past year, has also been carefully considered and integrated in the preparation of this report.

## FORWARD-LOOKING STATEMENTS

This Sustainability Report includes forward-looking statements that reflect the Group's expectations of its future value creation prospects. As the operating environment is dynamic and the industry in which MISC operates involves inherent uncertainties, actual outcomes may differ from these expectations. These statements should therefore not be regarded as guarantees of future performance.

## RESPONSIBILITY STATEMENT

The Board of Directors acknowledges its responsibility in upholding the integrity of this Sustainability Report. The Board, through the Board Sustainability and Risk Committee (BSRC), oversees all sustainability-related risks and opportunities, including climate risks and opportunities, and ensures that the Group's sustainability strategy, targets, governance processes and material sustainability matters are properly identified, assessed, managed and disclosed in accordance with applicable reporting requirements.

Approved by the Board of Directors on 23 February 2026 and signed on behalf of the Board.

**DATUK ABU HURAIRA ABU YAZID**  
Chairman

**ZAHID OSMAN**  
President & Group Chief Executive Officer

## FEEDBACK

The Group is committed to ongoing engagement with its stakeholders and welcomes feedback on its sustainability approach and disclosures. Stakeholders are invited to share their feedback or comments via:

**Sustainability & Decarbonisation Department**  
Group Strategy and Sustainability  
misc.sustainability@miscbhd.com

# MISC'S 2025 INTEGRATED REPORTING SUITE

## A CONNECTED NARRATIVE OF VALUE CREATION



### INTEGRATED ANNUAL REPORT (IAR) 2025

Provides shareholders and stakeholders with an integrated view of the Group's financial and non-financial performance, value creation and strategic direction. It covers the external operating environment, business model, strategy, achievements, material matters, corporate governance and risk management.



### SUSTAINABILITY REPORT (SR) 2025

Presents the Group's sustainability strategy, initiatives and performance across key environmental, social and governance (ESG) areas to support transparency in our ESG disclosures with a dedicated section on Sustainability-related Financial Disclosures aligned with the International Financial Reporting Standards (IFRS) issued by the International Sustainability Standards Board (ISSB).



### FINANCIAL REPORT (FR) 2025

Contains the Group's detailed financial disclosures, including the Directors' Report, Audited Financial Statements and Independent Auditors' Report, prepared in accordance with applicable financial reporting standards.

These frameworks guide the structure, content and assurance of MISC's integrated reporting:

| KEY FRAMEWORKS APPLIED ACROSS THE INTEGRATED REPORTING SUITE                                 | IAR | SR | FR |
|--|-----|----|----|
| <b>Reporting Standards/Frameworks/Guidelines</b>   |     |    |    |
| International <IR> Framework issued by the International Integrated Reporting Council (IIRC) | ●   |    |    |
| Malaysian Financial Reporting Standards (MFRS)   | ●   |    | ●  |
| International Financial Reporting Standards (IFRS)   | ●   |    | ●  |
| National Sustainability Reporting Framework (NSRF)   |     | ●  |    |
| IFRS Sustainability Disclosure Standards (S1 and S2)   |     | ●  |    |
| Sustainability Accounting Standards Board (SASB) Standards                                   |     | ●  |    |
| Global Reporting Initiative (GRI) Standards  |     | ●  |    |
| AA1000 Stakeholder Engagement Standard   |     | ●  |    |
| United Nations Global Compact Guiding Principles   |     | ●  |    |
| United Nations Guiding Principles on Business and Human Rights                               |     | ●  |    |
| Principles of Climate Governance by World Economic Forum                                     |     | ●  |    |
| United Nations Sustainable Development Goals (SDGs)  |     | ●  |    |
| <b>Regulatory Requirements</b>   |     |    |    |
| Main Market Listing Requirements (MMLR) issued by Bursa Malaysia                             | ●   | ●  | ●  |
| Companies Act 2016 (CA 2016)   | ●   |    | ●  |
| Malaysian Code on Corporate Governance 2021  | ●   | ●  | ●  |
| Corporate Governance Guide (4 <sup>th</sup> Edition) issued by Bursa Malaysia                | ●   | ●  |    |
| <b>External Benchmarks/Indices/Ratings/Assessments</b>                                       |     |    |    |
| FTSE4Good Bursa Malaysia Index   |     | ●  |    |
| Carbon Disclosure Project (CDP)  |     | ●  |    |
| MSCI ESG Ratings   |     | ●  |    |
| Morningstar Sustainalytics ESG Risk Ratings  |     | ●  |    |
| S&P Corporate Sustainability Assessment  |     | ●  |    |

## WHO WE ARE



MISC Berhad is an energy-related maritime group with more than five decades of industry experience. The Group's businesses cover energy shipping and related activities, offshore floating solutions, marine repair and conversion, integrated marine services, port and terminal management, as well as maritime education and training.

The Group operates across the maritime energy value chain through a global presence supported by 108 vessels and 12 offshore assets. Our diversified fleet includes liquefied natural gas (LNG) carriers, ethane carriers, petroleum tankers and offshore floating facilities, alongside Malaysia's largest fabrication yard and one of Southeast Asia's largest drydocks.

MISC's operations are carried out by a skilled global workforce, committed to the safe, reliable and efficient delivery of energy and maritime related solutions and services.

In addition to our established core businesses, the Group continues to advance the energy transition as we explore and invest in new energy-related opportunities, reflecting MISC's commitment to shaping a sustainable future for the maritime and energy industries.

### OUR VISION

To consistently provide better energy-related maritime solutions and services

### OUR MISSION

To be consistently better, we strive to:

- Exceed the expectations of our customers
- Promote individual and team excellence of our employees
- Create a positive difference to the lives of communities
- Care for the environment and operate responsibly
- Drive sustainable value for our shareholders

### OUR SHARED VALUES



**Loyalty**  
Loyal to corporation



**Integrity**  
Honest and upright



**Professionalism**  
Strive for excellence



**Cohesiveness**  
United, trust and respect for each other

## OUR INVESTMENT CASE

### OUR STRENGTH

#### Proven Track Record

**57** years of experience in delivering energy-related maritime solutions and services



#### Global Operations

Operating presence in **11** countries, moving energy across continents



#### Workforce

Over **8,000** sea and shore employees from over **40** nationalities



#### Market Strength

Among the world's leading energy shipping and maritime solutions provider with a market capitalisation of **RM34.8 billion**

#### Strong Credit Ratings

**MOODY'S** **Baa2 (Stable)**

**S&P Global** **BBB+ (Stable)**  
Ratings



#### Fleet Strength

- Modern fleet of **108** gas and petroleum vessels
- **12** offshore floating production assets

- **19** gas and petroleum vessels under construction
- **1** offshore floating asset under construction

For more information, please visit MISC's corporate website at [www.miscgroup.com](http://www.miscgroup.com).

### VALUE PROPOSITION

1

Diversified business portfolio supported by long-term contracted assets and track record of operational excellence

4

Stable cash flow with strong discipline in risk and financial management

2

Strong growth pipeline supported by long-term contracts in both our core and profitable new energy businesses

5

Integrated commercial viability and ESG priorities in our business operations

3

Sustainable partnerships with key industry players

6

Highly experienced leaders, operating within a strong governance framework

## OUR BUSINESSES

# Navigating Growth, Resilient Through Challenges

## GAS ASSETS & SOLUTIONS

Our Gas Assets & Solutions (GAS) segment specialises in transporting LNG and ethane, as well as providing asset-based solutions, leveraging decades of expertise.



41\*  
vessels

\* including 10 co-owned



14  
vessels under  
construction

### FLEET STRENGTH

#### LNG Carrier (LNGC)



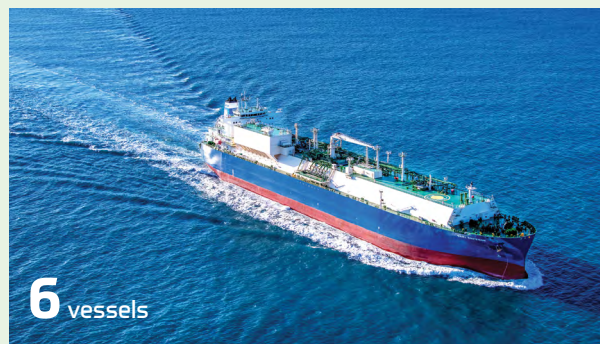
32 vessels

#### Floating Storage Unit (FSU)



3 vessels

#### Very Large Ethane Carrier (VLEC)



6 vessels

Please refer to Gas Assets & Solutions Business Review on pages 96 to 101 of MISC Integrated Annual Report 2025 for more information.

## PETROLEUM & PRODUCTS

We operate a modern and diverse fleet of petroleum and product tankers, including specialised vessels such as Dynamic Positioning Shuttle Tankers and Modular Capture Vessels. Our fleet is designed to deliver petroleum and refined products with a focus on safety, reliability and efficiency.



67  
vessels



5  
vessels under  
construction

### FLEET STRENGTH

#### Very Large Crude Carrier (VLCC)



11 vessels

#### Dynamic Positioning Shuttle Tanker (DPST)



17 vessels

#### Suezmax Tanker



6 vessels

#### Long Range 2 (LR2) Tanker



2 vessels

#### Aframax Tanker



23 vessels

#### Lightering Support Vessel (LSV)



8 vessels

Note: Includes two modular capture vessels (MCVs)

Please refer to Petroleum & Products Business Review on pages 102 to 107 of MISC Integrated Annual Report 2025 for more information.

## OFFSHORE

We are owners and operators of floating production systems across various locations globally, offering a comprehensive suite of services tailored to meet the dynamic floating solutions needs of the offshore business landscape, from shallow to ultra-deepwater field developments.

**12**  
offshore floating solutions

**1**  
unit under construction

### FLEET STRENGTH

#### Semi-submersible Floating Production System (Semi-FPS)



**1** Unit

#### Floating Production, Storage and Offloading (FPSO)



**6** Units

#### Floating Storage and Offloading (FSO)



**5** Units

Please refer to Offshore Business Review on 108 to 113 of MISC Integrated Annual Report 2025 for more information.

## MARINE & HEAVY ENGINEERING

Our Marine & Heavy Engineering segment operates one of the largest fabrication yards in Southeast Asia. We specialise in offshore construction, marine repairs and upgrades, as well as the conversion of floaters, including FPSOs and FSOs. We also provide solutions in the new energy space such as offshore carbon capture facility and substation platform projects.



Malaysia's largest fabrication yard by tonnage capacity and one of Southeast Asia's largest drydocks

### KEY SERVICES

#### Heavy Engineering



#### Marine Business



Please refer to Marine & Heavy Engineering Business Review on pages 114 to 119 of MISC Integrated Annual Report 2025 for more information.

## MARINE SERVICES

We provide a comprehensive range of integrated marine solutions including ship management, port and terminal operations, port engineering and maintenance, and marine assurance services. Our services are tailored to meet the diverse requirements of our clients while ensuring adaptability to the evolving dynamics of the marine industry.

### KEY SERVICES

#### Ship Management Services



#### Port Management & Maritime Services



Please refer to Marine Services Business Review on pages 120 to 125 of MISC Integrated Annual Report 2025 for more information.

## MARITIME EDUCATION & TRAINING

Akademi Laut Malaysia (ALAM) offers a spectrum of maritime courses including nautical and marine engineering programmes, maritime and offshore safety courses, simulator-based courses and maritime management programmes, as well as research and consultancy services. Through strategic partnerships with leading academic institutions and industry pioneers, we enhance research, develop future-ready talent and address critical industry challenges.

### KEY SERVICES

#### Pre-Sea Diploma, Post-Sea, Ratings and Modular Programmes



#### Research & Consultancy Services



Please refer to Maritime Education & Training Business Review on pages 126 to 130 of MISC Integrated Annual Report 2025 for more information.

## HOW WE MOVE ENERGY

MISC plays a critical role in the energy value chain, providing long-distance transportation of energy resources and specialised maritime assets supporting offshore oil and gas production.



## DEVELOPING NEW ENERGY SOLUTIONS

The world is transitioning towards more sustainable and resilient energy systems. Our New Energy & Decarbonisation portfolio anchors ship management on: carbon capture and storage (CCS), ammonia, offshore wind value chains and other future fuels and technologies that support maritime decarbonisation. We believe progress is built together, and we invite like-minded partners to accelerate the development and scaling of these vital solutions.

### CARBON CAPTURE AND STORAGE

Our maritime heritage gives us a unique advantage in delivering CCS at scale. With decades of experience operating complex marine assets, we provide integrated marine solutions to move carbon dioxide (CO<sub>2</sub>) safely and efficiently across the entire value chain. From onboard carbon capture to liquefied CO<sub>2</sub> (LCO<sub>2</sub>) transport and offshore floating assets, we are aiming to provide a true end-to-end CCS solution.

### AMMONIA

Unlocking ammonia as a low-carbon energy source requires deep expertise and collaboration across the entire value chain. With a strong maritime presence and close partnerships with molecule producers, MISC is uniquely positioned to deliver low-carbon ammonia safely while advancing its use as a marine fuel. From transport and handling to emerging floating ammonia solutions, we work alongside industry partners to enable practical, scalable solutions for the maritime industry.

### OFFSHORE WIND

The offshore wind value chain offers strong potential for MISC, leveraging our offshore and maritime capabilities across the project lifecycle. We are positioning our maritime expertise to support offshore wind projects from construction and installation through to long-term operations and maintenance.

### FUTURE FUELS AND TECHNOLOGIES

At MISC, the pursuit of future fuels and technologies is not a side effort — it is a core pillar of who we are. Our commitment to reducing reliance on fossil fuels and advancing global decarbonisation drives us to continuously innovate beyond the industry norm. From low-carbon fuels such as ethanol to next-generation propulsion systems such as fuel cells, we push boundaries to demonstrate how ambition, paired with innovation, can shape a more sustainable maritime future.



# HOW WE MOVE ENERGY

MISC plays a critical role in the energy value chain, providing long-distance transportation of energy resources and specialised maritime assets supporting offshore oil and gas production.

- Complete/Full Range Offshore Platform EPCIC Services for Offshore & Onshore Construction
- Comprehensive Marine Repair & Refurbishment
- Marine Conversion Works
- Ship Management

**MISC Businesses and Activities**

- Gas Assets & Solutions
- Petroleum & Products
- Offshore
- Developing New Energy Solutions
- Marine & Heavy Engineering
- Marine Services
- Maritime Education & Training
- Related activities across value chains



## CHAIRMAN'S MESSAGE

## CHAIRMAN'S MESSAGE



**DATUK ABU HURAIRA ABU YAZID**

Chairman,  
Independent Non-Executive Director

### Dear Stakeholders,

As we navigate a rapidly changing global landscape, sustainability continues to define how we chart our course as an energy related maritime solutions provider. The past year underscored the urgency for businesses to strengthen resilience, accelerate climate ambition, and build trust through transparent and accountable governance. At MISC, these priorities remain integral to our long-term value creation approach, and we recognise that delivering progress requires not only discipline but also agility; our ability to adapt quickly, respond decisively and evolve in step with an increasingly dynamic operating environment.

### GUIDING THE TRANSITION WITH RIGOUR AND LONG-TERM FOCUS

The maritime sector continued to evolve significantly in 2025 as regulatory expectations intensified and technological innovation accelerated across global supply chains. The International Maritime Organization's ongoing climate agenda anchored by its ambition to reduce total greenhouse gas emissions (GHG) by 30% by 2030 and achieve net-zero by 2050 remains a defining force shaping industry transition. At the same time, the European Union Emissions Trading System (EU ETS) further expanded its application to maritime transport, with compliance requirements now progressing beyond the initial phase and moving steadily toward full inclusion by 2026. Complementing this, the FuelEU Maritime regulation formally came into force on 1 January 2025, introducing progressively stricter GHG intensity limits on marine fuels and mandating the transition toward renewable and low-carbon energy sources, marking a significant escalation in regulatory pressure on vessel operations calling at EU ports.

The global transition toward a low-carbon economy continues to redefine the shipping and energy transportation landscape, influencing fleet planning, customer expectations and the pace at which new regulations emerge. Against this backdrop, the Board remains unwavering in its view that climate considerations must be treated as one of the core strategic factors with direct financial implications. In line with MISC 2030 Ambition, the Board has provided clear oversight to ensure that decarbonisation priorities shape decisions related to fleet development, asset life cycle management, technology pathways and capital allocation, while safeguarding the balance between environmental progress, financial resilience and asset reliability.

As we continue our journey to achieve 50% reduction in GHG emissions intensity by 2030, we have broadened our transition pathways through strategic collaborations and next-generation vessel innovation, including partnership to develop the world's longest-range hybrid-electric, ethanol-ready vessel scheduled for delivery in 2028. We also expanded our role in the carbon capture and storage value chain by forming a joint venture to develop an integrated carbon transport solution as well as securing a long-term charter for liquefied carbon dioxide (LCO<sub>2</sub>) carrier, marking our first commercial step in carbon shipping. The Zero Emission Power Station (ZEUS) collaboration continued to make steady progress, with the consortium now advancing the pilot plant into its next development and testing phase, and the Front-End Engineering and Design.

Complementing these efforts, Approval in Principle (AiP) for an ammonia-fuelled FPSO concept and an ammonia dual-fuel tanker underscore our readiness for future-fuel applications and strengthen our transition-ready offshore and shipping portfolio. Together, these developments reflect the Board's disciplined approach to the energy transition and our commitment to building a future-ready, low-carbon business.



The Board approved the **Sustainability Strategy 2026–2030** shaped by the Group's material sustainability matters.

“ As MISC advances its sustainability agenda, the Board's aspiration is that the Group is recognised for the discipline and credibility of its transition approach. ”

### STRENGTHENING GOVERNANCE AND DELIVERING SUSTAINABLE IMPACT

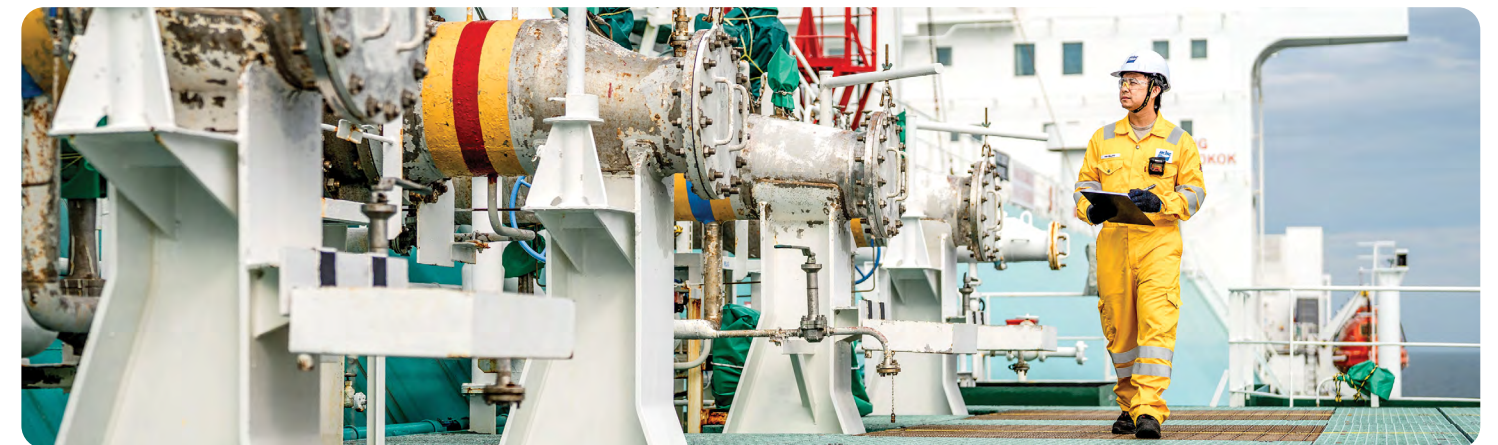
In 2025, the Group completed its Sustainability Strategy 2021–2025, marking the conclusion of a focused five-year roadmap that strengthened governance, enhanced risk management integration and advanced operational performance across our priority sustainability areas. Building on this, the Board approved the Sustainability Strategy 2026–2030, shaped by the Group's material sustainability matters endorsed in 2025 and informed by evolving market, regulatory, and stakeholder expectations.

During the year under review, the Board also approved the Group's Commitment to Net Zero GHG Emissions by 2050, a policy-level governance document that reinforces the net-zero target as a long-term anchor for strategic planning, capital allocation, and Board oversight. This underscores the Board's commitment to ensuring that the Group's transition ambitions are realised and that climate considerations are embedded at the highest level of decision-making.

Beyond climate, the Board continued to provide oversight of the Group's broader environmental and social responsibilities. The Group also launched the second phase of the Heart of the Ocean Programme, reflecting its ongoing commitment to the conservation of natural resources, and the protection of marine biodiversity. In February 2026, the Board further strengthened the Group's environmental governance by approving the MISC Position on Nature and Biodiversity, formalising its strategic approach and commitments in this critical area.

### PREPARING FOR AN INCREASINGLY COMPLEX SUSTAINABILITY LANDSCAPE

Looking ahead, the Board expects sustainability and climate-related requirements to become more stringent as regulatory standards evolve and transition and physical risks continue to develop. Measures introduced at international and regional levels, including the International Maritime Organization (IMO) decarbonisation agenda and the IMO Net-Zero Framework, as well as initiatives such as the EU ETS and FuelEU Maritime, will continue shaping compliance expectations and influence fleet and investment planning across the sector. In this dynamic environment, the Board recognises that agility is essential, and we will continue to monitor regulatory developments closely, ensuring the Group remains responsive, well-positioned and ready to adapt as implementation and enforcement expectations evolve.



## CHAIRMAN'S MESSAGE



The Group continues to **support the education sponsorship**, enabling students to pursue maritime studies at Akademi Laut Malaysia (ALAM).

The Board remains steadfast in its commitment to respect and protect human rights across all aspects of the Group's operations. We recognise that human rights expectations, both nationally and internationally such as Malaysia's National Action Plan on Business and Human Rights will continue to evolve. We remain committed to monitoring developments, refining our approach, and ensuring that human rights considerations remain firmly embedded within our governance, operations, and supply chain practices.

The Group further advanced its reporting framework in alignment with the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards under the National Sustainability Reporting Framework (NSRF) marking a significant step in enhancing transparency, consistency, and decision-useful sustainability disclosures. At MISC, we remain committed to maintaining reporting practices aligned with leading global frameworks, ensuring we keep pace with evolving regulations while reinforcing stakeholder confidence through clarity, consistency and transparency.

### A LEGACY OF RESPONSIBLE LEADERSHIP

As MISC advances its sustainability agenda, the Board's aspiration is that the Group is recognised for the discipline and credibility of its transition approach, alongside its operational delivery and financial stewardship. This requires that emissions reduction pathways, capital allocation and risk management decisions are grounded in sound commercial judgement and aligned with long-term strategic objectives. The Board will continue to assess progress against defined milestones through regular communication with the Executive Leadership Team.

The Group also carries responsibilities beyond financial performance. As a global leader in energy-related maritime solutions and services, MISC plays a role in strengthening national capabilities and contributing to industry development. In line with this broader commitment to social responsibility, the Group continues to support the education sponsorships, enabling students to pursue maritime studies at Akademi Laut Malaysia (ALAM). Beyond financial assistance, this initiative represents a long-term investment in developing human potential and nurturing future leaders in the maritime sector.

## CHAIRMAN'S MESSAGE

### APPRECIATION TO OUR STAKEHOLDERS



As we reflect on a year marked by purposeful progress, the Board extends its deepest appreciation to our shareholders, employees, customers, and business partners for your enduring trust and confidence. Your steadfast support continues to anchor the Group as we navigate an evolving operating landscape and advance our long-term sustainability ambitions.

To our employees, you are the driving force behind our progress. Your professionalism, commitment, and spirit of innovation enable MISC to continually redefine what is possible in sustainable maritime solutions. It is your courage to challenge the status quo and embrace change that positions the Group to thrive in a future shaped by transformation and transition.

To our partners, industry peers, and stakeholders across the value chain, we thank you for your continued collaboration and shared resolve in advancing a more sustainable maritime ecosystem. Sustainability is not achieved in isolation, it is a collective endeavour powered by trust, partnership, and aligned purpose. Through these enduring relationships, we are not only shaping the trajectory of our business, but also contributing to a legacy defined by integrity, sustainability, and shared progress for generations to come.

## BOARD SUSTAINABILITY & RISK COMMITTEE CHAIRPERSON'S MESSAGE



**DATIN NORAZAH MOHD RAZALI**

Board Sustainability &  
Risk Committee Chairperson

**Dear Stakeholders,**

In an operating environment defined by rising expectations and more complex regulatory demands, MISC views sustainability as an opportunity for growth and long-term value creation, extending beyond its role in risk management and regulatory compliance. For MISC, sustainability increasingly shapes how we make decisions, allocate capital and maintain trust across the value chain. From the Board Sustainability & Risk Committee (BSRC) perspective, this is ultimately about how we continue to demonstrate the Group's pragmatism and agility while the maritime and energy landscape changes around us.

The year also saw heightened geopolitical uncertainty and a more volatile global economic environment, sharpening the broader risk context within which sustainability, governance and oversight decisions were considered. Against this backdrop, the role of disciplined stewardship, clear governance and informed judgement has become even more central to how the Board oversees sustainability and risk across the Group.

The BSRC provides strategic direction on MISC's sustainability priorities, particularly in relation to climate impact and decarbonisation, and oversees governance and risk management by setting clear expectations and ensuring the Group is positioned to respond to climate and broader sustainability risks with discipline and consistency. This long-term perspective reflects the Board's view that the transition to a low-carbon economy requires sustained commitment, careful sequencing and investment beyond short-term measures.

MISC has secured several commercially viable projects that demonstrate the continued advancement of our sustainability strategy. These initiatives span a broad range of new energy solutions, including low-carbon shipping technologies, alternative fuel applications such as ammonia- and ethanol-ready systems, carbon capture and transport solutions, hybrid-electric propulsion and next-generation vessel concepts, collectively supporting the sector's transition towards lower emissions.

### SOLIDIFYING MISC'S FOUNDATION IN SUSTAINABILITY

Sustainability underpins MISC's approach to navigating an increasingly complex operating environment, marked by rising expectations on climate action, transparency and responsible conduct. We recognise that decarbonisation and sustainability require long-term capital commitment, disciplined decision-making and a focus on durable value creation beyond short-term reporting horizons.



## BOARD SUSTAINABILITY & RISK COMMITTEE CHAIRPERSON'S MESSAGE



**The Sustainability Strategy 2026–2030 and MISC 2030 Ambition reaffirm the Group's focus on low-carbon progress, inclusive growth, uncompromising integrity and a strong health and safety culture.**



In 2025, MISC conducted a double materiality assessment to reaffirm the sustainability matters most critical to our business and stakeholders, assessing both our impacts on society and the environment, as well as the financial implications of sustainability-related risks and opportunities. This assessment provides a robust strategic baseline for the development of MISC's new five-year Sustainability Strategy, ensuring alignment with issues that are material to our long-term performance and relevance.

Building on the progress of the MISC Group Sustainability Strategy 2021–2025, the Group has set a more ambitious course for the next phase of its sustainability journey. The Sustainability Strategy 2026–2030 positions sustainability as a core driver of business direction and long-term value creation, underpinned by three strategic pillars: Impact, Inclusion and Integrity. Impact focuses on decarbonisation and environmental stewardship; Inclusion advances human rights, workforce well-being and inclusive practices across the organisation and value chain; and Integrity reinforces good governance, responsible supply chain management and cybersecurity to enhance resilience, accountability and trust.

Decarbonisation and the net-zero transition remain central to this strategic direction, shaping priorities, capability development and engagement with customers, partners and the supply chain. In 2025, MISC reduced our shipping fleet greenhouse gas (GHG) emissions intensity by 36% against the 2008 baseline, reflecting sustained operational improvements and steady progress towards the Group's 2030 target of a 50% reduction. MISC employs an Internal Carbon Price (ICP) as a strategic tool to manage climate-related transition risks, guide strategic planning and support investment decision-making. The ICP represents the anticipated future cost carbon per tonne of CO<sub>2</sub>e and is used as a shadow price to assess financial impacts of new investments. The ICP for 2025 is set at USD 60/tonne CO<sub>2</sub>e.

### STRENGTHENING SUSTAINABILITY GOVERNANCE AND OVERSIGHT

Strong governance underpins effective oversight and strategic direction of MISC's sustainability agenda. Sustainability remains a recurring agenda at the Board level, enabling the BSRC to monitor trends, risks and regulatory developments on an ongoing basis. In 2025, the BSRC's mandate was enhanced to include oversight of the identification and prioritisation of Sustainability-Related Opportunities (SROs), clarifying the Board's role across climate, environmental, safety, health, human rights and community matters, and reinforcing accountability through regular reviews and updates.

In line with this strengthened mandate, environmental, social and governance considerations are embedded into the Group's risk management framework, with material SROs formally integrated into the Enterprise Risk Management (ERM) system. This ensures sustainability factors are assessed alongside traditional business risks, supporting consistent prioritisation, escalation and accountability, and providing clearer visibility of sustainability-related exposures and opportunities across the portfolio. This integrated approach is particularly important in an environment shaped by geopolitical uncertainty, economic volatility and shifting market conditions, where sustainability-related risks and opportunities are increasingly interconnected with broader enterprise risk considerations.



In 2025, the Group integrated ESG considerations into its risk management and decision-making processes.

## BOARD SUSTAINABILITY & RISK COMMITTEE CHAIRPERSON'S MESSAGE



### ADVANCING READINESS FOR AN EVOLVING REGULATORY LANDSCAPE

As regulatory standards and global reporting expectations continue to rise, MISC anticipates a more demanding disclosure environment driven by increasing stakeholder expectations for transparency and rigour. In response, the Group has taken a proactive and structured approach through strengthened governance, data processes and internal controls, with key sustainability risks and opportunities managed within the Group's risk framework.

To oversee and coordinate the adoption of the IFRS Sustainability Disclosure Standards and Malaysia's National Sustainability Reporting Framework (NSRF) requirements, the Group established a dedicated steering committee led by the Chief Strategy & Sustainability Officer and Chief Financial Officer. This structure brings together Sustainability, Finance and Risk Management functions to drive coordinated implementation, with progress and key matters regularly elevated to management forums and the BSRC to support effective oversight and timely guidance.

While Malaysia's carbon tax framework is expected to be phased in from 2026 onwards, the Group continues to monitor developments in carbon pricing, recognising their potential influence on the broader maritime and energy value chain. MISC also draws on its experience operating under established carbon pricing and compliance regimes, including the EU Emissions Trading System (EU ETS) and FuelEU Maritime, to inform readiness planning for wider regulatory and market shifts.

## BOARD SUSTAINABILITY & RISK COMMITTEE CHAIRPERSON'S MESSAGE

### BUILDING LEADERSHIP AND BOARD CAPABILITY FOR THE FUTURE

The Group views leadership capability as a cornerstone of strong governance and effective oversight in advancing sustainability and risk priorities. For the BSRC, this includes ensuring that decision-makers remain informed of the evolving issues shaping the Group's risk profile and long-term direction, particularly as sustainability requirements and external conditions continue to evolve.

In 2025, the BSRC strengthened its effectiveness through targeted capacity-building sessions focused on leadership-driven health, safety and environment (HSE) culture and climate transition developments, including carbon markets. These engagements enhanced the Board's collective understanding of emerging sustainability and transition-related issues, supporting informed guidance, robust oversight and disciplined decision-making in an increasingly complex operating environment.

### MOVING FORWARD

As MISC advances its sustainability journey, long-term performance and resilience will increasingly depend on strong stewardship, disciplined governance and shared accountability across the value chain. In uncertain and less predictable conditions, sustainability considerations are not viewed in isolation, but as integral to how the Group navigates risk, allocates capital and sustains trust over the long term.

The BSRC recognises that external conditions — including geopolitical fragmentation, evolving trade alignments and energy security considerations, alongside continued global economic volatility — are likely to influence operating conditions across the maritime and energy value chain. These dynamics heighten sensitivity for capital-intensive businesses and reinforce the importance of integrating sustainability, market and financial risk considerations into oversight and decision-making.

Against this backdrop, the Sustainability Strategy 2026–2030 and MISC 2030 Ambition reaffirm the Group's focus on low-carbon progress, inclusive growth, uncompromising integrity and a strong health and safety culture. As the climate transition continues to reshape the operating landscape, the Group's decarbonisation pathway is expected to evolve with pragmatism and discipline, informed by market realities, regulatory developments and the need to balance risk and opportunity responsibly.

In fulfilling its stewardship role, the BSRC will continue to place emphasis on the effectiveness of sustainability and risk governance, including the robustness of risk identification, stress-testing and escalation frameworks. This approach supports informed judgement in uncertain conditions and helps ensure that sustainability-related risks and opportunities are managed proportionately, while enabling the Group to pursue durable, long-term value creation.

### ACKNOWLEDGEMENTS

**I would like to extend my sincere appreciation to the Board, management and colleagues across the Group for their leadership and commitment in advancing MISC's sustainability and risk priorities, strengthening the Group's performance, resilience and long-term value.**

I also thank our investors, partners and stakeholders for their continued trust and collaboration as we work together towards a more sustainable and resilient maritime and energy future.

## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE



**ZAHID OSMAN**  
President & Group Chief Executive Officer

Dear Stakeholders,

Sustainability is fundamental to our business performance and long-term value creation. We recognise that the operating landscape for our industry is becoming more complex as climate risks intensify, regulatory expectations evolve and the pace of the global energy transition accelerates. In response, MISC continues to strengthen resilience across the organisation through innovation, collaboration and disciplined execution, while maintaining the agility needed to adapt quickly and deliver progress in a rapidly shifting environment. Our focus remains clear: to operate responsibly, deliver reliable services and create sustainable value for our shareholders, customers, employees and the communities we serve.



Guided by our Sustainability Strategy 2021–2025 and MISC 2030 Ambition, the group has continued to embed responsible and sustainable practices across our operations while positioning the business to respond proactively to the rapid transformation shaping the maritime and energy sectors. Strengthened governance, accelerated decarbonisation efforts, responsible environmental management, a steadfast commitment to human rights, and continued investment in our people and partners remain fundamental to how we navigate this transition. By advancing these priorities, we are shaping a resilient, future ready organisation, one that upholds responsible growth while delivering long term, sustainable value.

### ANCHORING A STRONG SUSTAINABILITY FOUNDATION

Strong sustainability foundations are essential for navigating a rapidly changing future. To ensure sustainability is embedded at the highest levels of decision-making, we have continued to integrate ESG performance into leadership accountability through the Group Balanced Scorecard. This alignment reinforces that sustainability outcomes are not peripheral objectives, but core drivers of business performance and long-term value creation.

As our Sustainability Strategy 2021–2025 concludes, we have refreshed our direction for the next phase of growth. Our Sustainability Strategy 2026–2030 builds on the progress achieved to date and is anchored on the three pillars of Impact, Inclusion and Integrity, which guide how we strengthen resilience, create shared value across our ecosystem and uphold robust governance and ethical business conduct. These priorities encompass advancing decarbonisation, ecological stewardship, human capital development, a just transition and principled leadership.

Our progress is further reflected in improved ESG performance ratings across leading international benchmarks, providing independent recognition of the advancements we have made in transparency, accountability and responsible business practices. Higher scores in global assessments such as the S&P Global Corporate Sustainability Assessment, MSCI ESG Rating and FTSE4Good indicate measurable progress in strengthening governance and sustainability practices across the Group. We also maintained our inclusion in the S&P Global Sustainability Yearbook.

This is further evidenced by several national recognitions, including the Industry Excellence Award, where MISC was named among Malaysia's Top 20 Companies at the National Annual Corporate Governance & Sustainability Awards for Overall Excellence.

## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE



Guided by our Sustainability Strategy 2026–2030, we will manage sustainability risks prudently while positioning MISC to capture emerging opportunities in a lower-carbon and more responsible maritime and energy ecosystem.



### Other notable recognitions in 2025 included:

- Gold Award (Biodiversity Conservation) and Silver Award (Human Rights and Labour Standards) at The Star ESG Positive Impact Awards 2025
- Bronze Award (Biodiversity Conservation) at the Asia ESG Positive Impact Awards 2025
- Silver Award for Best Sustainability Reporting at the National Annual Corporate Report Awards 2025
- Six awards at the 43<sup>rd</sup> Malaysian Society for Occupational Safety and Health (MSOSH) Awards 2025, including Grand, Gold Merit and Gold Class 1 categories
- CSA Jones F. Devlin Safety Award for 54 vessels in recognition our safety performance
- International Safety@Sea Awards by the Maritime and Port Authority of Singapore (MPA) for our *Seri Daya* and *Seri Emperor* vessels' crew for the Outstanding Contribution to Search and Rescue Efforts

These acknowledgements demonstrate the continued strengthening of our governance framework and effective execution of our sustainability strategy. Our focus, however, remains on delivering meaningful outcomes that enhance resilience and sustain stakeholder trust over the long term.

Stakeholder collaboration continues to play a critical role in advancing our sustainability journey. In 2025, we deepened partnerships with organisations that share a strong commitment to responsible and lower-carbon development, including participation in the United Nations Global Compact Network Malaysia & Brunei. These engagements provide valuable platforms for knowledge exchange, capability building and collective action, while enabling us to advance the adoption of energy-efficient technologies, carbon solutions and new energy pathways. Through these partnerships, we are not only responding to change but helping to shape a more sustainable maritime and energy ecosystem.



## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE

### DRIVING PROGRESS TOWARDS NET-ZERO AND ENVIRONMENTAL STEWARDSHIP

Decarbonisation is among the three pillars of our enterprise strategy, and in 2025 we made tangible progress towards our ambition of achieving net-zero by 2050. This long-term target provides a clear pathway for our transition and will increasingly shape strategic planning, operational initiatives and capital allocation as we move towards a lower-carbon future.

Our progress is evident in the continued reduction of GHG emissions intensity across our shipping operations. In 2025, we achieved a 36% reduction in GHG emissions intensity by our fleet (Gas and Petroleum) compared to our 2008 baseline, reflecting steady momentum towards our target of a 50% reduction by 2030, despite the technological and operational complexities of transitioning a global fleet.

Building on this strong foundation, we accelerated progress on new energy pathways through strategic partnerships and integrated solutions designed to strengthen capabilities and validate commercial models ahead of investment decisions, a key milestone was the carbon capture and storage value chain through a joint venture with PETRONAS CCS Ventures and Mitsui O.S.K. Lines, to develop a fully integrated carbon transport solution. In addition, a long-term charter was secured for a liquefied carbon dioxide (LCO<sub>2</sub>) carrier with Northern Lights JV DA, together with consortium partner Kawasaki Kisen Kaisha Ltd. (K Line), marking our first commercial step into the carbon transport value chain.

We also advanced our low-carbon technology pathway by initiating the Front-End Engineering and Design phase for the Zero-Emissions Power Station (ZEUS) demonstration, moving oxy-fuel combustion with carbon capture closer to deployment and further strengthening the Group's capabilities in next-generation decarbonisation solutions.

Our efforts to enhance readiness for future fuel technologies also progressed meaningfully during the year. We secured Approvals in Principle (AiP) for both an ammonia-fuelled Floating Production Storage and Offloading (FPSO) concept and an ammonia dual-fuel tanker, an important step in demonstrating the technical feasibility of next-generation fuel applications and strengthening our transition-ready offshore and shipping portfolio.

We also continued to advance next-generation vessel innovation through industry-leading collaborations, including our partnership to develop the world's longest-range hybrid-electric, ethanol-ready vessel scheduled for delivery in 2028, marking another significant step toward future-ready, low-carbon shipping solutions.



MISC was named among **Malaysia's Top 20 Companies** at the National Annual Corporate Governance & Sustainability Awards for Overall Excellence.

Collectively, these developments reinforce our disciplined and forward-looking approach to the energy transition, positioning the Group for long-term competitiveness as the maritime and energy landscape continues to evolve.

Beyond decarbonisation, our biodiversity conservation initiatives also progressed during the year. The Heart of the Ocean programme entered its second phase through the signing of two Memoranda of Understanding with prospective partners. These collaborations with Reef Check Malaysia for the Marine Ecosystem Conservation programme and the Marecet Research Organisation for the Dugong Conservation programme will further bolster our biodiversity conservation efforts, which have received recognition at both local and regional levels. We also completed a comprehensive biodiversity impact assessment across our shipping and non-shipping business, giving us clearer visibility of where our operations intersect with sensitive ecosystems.

In 2025, we strengthened our environmental performance, achieving a 99.8% reduce, reuse and recycle (3R) rate for hazardous waste across the Group, exceeding our 95% target. We also recorded a 78% reduction in plastic waste in our Offshore business, surpassing the 2025 target and reflecting our strong commitment to waste reduction.

### PROTECTING OUR PEOPLE'S SAFETY & STRENGTHENING WORKFORCE CAPABILITY

The safety and well-being of our people are our highest priority, particularly given the operational demands of the maritime industry. Across the Group, we uphold robust governance, policies and a comprehensive management system to protect our workforce.

In 2025, our safety performance did not meet the standards we set for ourselves, and we recognise the need for stronger discipline and vigilance across our operations.

## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE



To address this, we are strengthening our occupational health and safety practices through enhanced oversight, reviews of existing controls and targeted preventive measures. This includes driving forward our Care & Comply principles to reinforce safety compliance and promote shared responsibility for workplace health and safety among employees and contractors, fostering a collective effort towards the goal of zero incidents.

Concurrently, we are equally committed to upholding the rights and well-being of our people across all operations. In 2025, we enhanced our social safeguards by conducting a Human Rights Risk Assessment for our Offshore segment and improving grievance mechanisms, recognising that managing workforce risks across diverse operations requires constant vigilance and ongoing improvement.

To foster a safe and respectful workplace where concerns can be raised without fear, we further enhanced our grievance framework by launching an online internal grievance form and establishing a dedicated employee grievance channel managed by the Group Human Resources Division. This approach enables workplace concerns to be addressed promptly, while reports of misconduct and criminal offences are handled through our whistleblowing mechanism.

The future of the maritime industry is closely linked to the strength and capability of its people. In 2025, we invested RM RM22.3 million in upskilling our seafarers through the Marine Services' capability development programme, supporting the development of a highly skilled and future-ready maritime workforce.

## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE

Today, our crew operates a diverse portfolio of specialised vessels that support the evolving global energy supply chain, including LNG carriers, LNG bunkering vessels and Very Large Ethane Carriers. In total, RM40.7 million was dedicated to employee development, equivalent to 20.5 hours of training per employee, reflecting our continued commitment to strengthening skills and operational excellence across the Group.

As we prepare for the future of the maritime industry, we continue to invest in the next generation of maritime professionals. During the year, RM32.2 million was invested to sponsor 776 cadets at Akademi Laut Malaysia (ALAM), expanding the pipeline of skilled seafarers who will support the long-term growth of the maritime industry.

### REINFORCING TRUST THROUGH STRONG GOVERNANCE

Strong governance is the foundation of our licence to operate and the trust placed in us by stakeholders. In an increasingly complex and uncertain environment, we are firmly committed to upholding the highest standards of integrity, accountability and transparency across the Group. In 2025, we conducted corruption risk assessments across all operations, with no major findings, providing assurance that our controls and ethical safeguards remain robust and effective.

We also strengthened our digital resilience as cyber risks grow in scale and sophistication. I am pleased to report that no major cybersecurity incidents or data breaches were recorded during the year, reflecting sustained investment in our systems, capabilities and preparedness to protect critical operations and sensitive information.

Beyond our own operations, we recognise that our responsibility extends across the value chain. We enhanced oversight of our third parties by revising the Code of Business Ethics for Third Parties to incorporate clearer human rights expectations and integrity requirements, supported by strengthened contractual obligations for vendors and business partners. A dedicated human rights clause was also introduced into the Declaration and Integrity Pledge (DIP), requiring all partners to comply with MISC's Human Rights Policy and uphold the Group's integrity standards. This reinforces our expectation that those who work with us uphold the same standards we set for ourselves.

 **RM32.2 million** was invested to sponsor **776 cadets** at Akademi Laut Malaysia (ALAM).



## PRESIDENT & GROUP CHIEF EXECUTIVE OFFICER'S MESSAGE

For MISC, strong governance is not static; it is an ongoing responsibility that demands discipline, vigilance and a readiness to evolve as risks change. By continuously refining our policies, controls and accountability mechanisms, we safeguard stakeholder trust, strengthen organisational resilience and ensure that MISC remains a responsible and dependable partner for the long term.

### NAVIGATING THE SUSTAINABILITY TRANSITION AHEAD

The maritime and energy sectors are entering a period of profound transformation driven by the global energy transition, increasingly stringent regulations, climate-related risks and rising stakeholder expectations. The pace of decarbonisation, particularly under evolving IMO requirements, presents both urgency and uncertainty. For MISC, the challenge is not only to reduce emissions, but to do so while maintaining safety, operational reliability and commercial competitiveness in a rapidly changing landscape.

To navigate this complexity, the Group is strengthening its governance, risk management and strategic planning to ensure sustainability considerations are embedded across the organisation. This includes enhancing our climate risk assessment capabilities, aligning with emerging disclosure standards and integrating sustainability into investment and operational decisions. Our objective is to ensure that sustainability is not treated as a separate agenda, but as a core driver of long-term business resilience.

Within our operations, we continue to optimise our fleet, improve energy efficiency and evaluate alternative fuels and emerging technologies that can support meaningful emissions reductions over time. Recognising that no single solution will define the transition, we will approach this journey through measured investment, innovation and partnerships, as technologies mature and infrastructure develops.

At the same time, we will prioritise the safety, well-being and rights of our people by upholding high standards of health, safety, human rights and workforce readiness to transition towards a low-carbon economy, ensuring sustained and reliable operations. Through continuous capability development and close collaboration with regulators, customers, industry peers and partners, we aim to strengthen resilience not only within our organisation but across the value chain.

Guided by our Sustainability Strategy 2026–2030, we will manage sustainability risks prudently while positioning MISC to capture emerging opportunities in a lower-carbon and more responsible maritime and energy ecosystem. We believe that those who navigate the transition with prudence, foresight and integrity will be best placed to create lasting value for stakeholders and shareholders alike.

### ACKNOWLEDGEMENTS



**I would like to express my sincere appreciation to our Board of Directors for their steadfast guidance and support. To our employees, your dedication and hard work are the driving force behind our progress and achievements.**

To our stakeholders, we are deeply grateful for your continued trust and partnership as we advance together towards a stronger, more resilient and sustainable future.

## KEY HIGHLIGHTS OF 2025

### FINANCIAL PERFORMANCE

Revenue  
**RM11.1**  
billion

Operating Profit  
**RM2.8**  
billion

Cash Flows from Operating Activities  
**RM5.7**  
billion

Equity Attributable to Equity Holders of the Corporation  
**RM34.0**  
billion

Total Assets  
**RM53.0**  
billion

Earnings per Share  
**38.1**  
sen

Dividends per Share  
**38.0**  
sen

### OPERATIONAL EXCELLENCE

Vessel Availability  
**Above 99%**



Vessel Utilisation  
**Above 95%**



Floating Asset Uptime  
**Above 97%**



### PEOPLE DEVELOPMENT

**94**  
Female Seafarers in MISC



**16%**  
Female Employees



**84%**  
Male Employees



### OPERATING SAFELY & SUSTAINABLY



Major Security Incidents  
**0**



Major Cybersecurity Incidents  
**0**



Major Spill Incidents  
**0**



Fatality  
**1**



Reduction in GHG Emissions Intensity by Our Fleet (Gas and Petroleum) Compared to 2008 baseline

**36%**

## AWARDS AND ACCOLADES

## AWARDS AND ACCOLADES



SECTION 2

# APPROACH

- 34 Our Sustainability Voyages
- 40 Sustainability Governance
- 44 Prioritising What is Most Material
- 54 Our Stakeholders' Universe

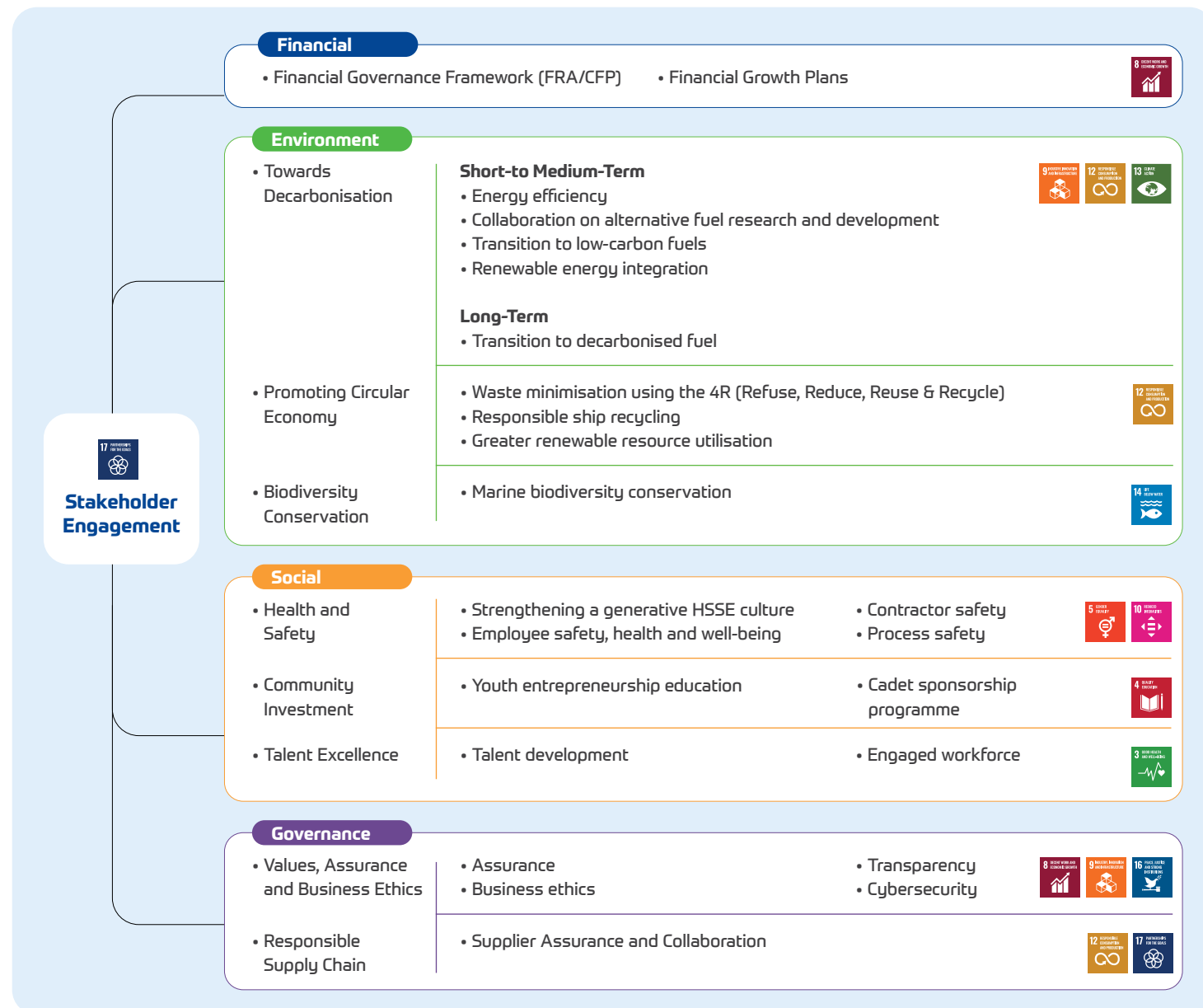


# OUR SUSTAINABILITY VOYAGES

At MISC, sustainability underpins how we plan, operate and create long-term value. Environmental stewardship, care for people and strong governance inform how we manage risks, strengthen resilience and identify opportunities across the Group.

Our efforts are guided by the Sustainability Strategy 2021–2025, which aligns our initiatives with the United Nations Sustainable Development Goals (SDGs). We prioritise 11 SDGs that are most relevant to our business activities, allowing resources to be directed where we can make the greatest positive impact.

By integrating sustainability considerations into our core business strategies and decision-making processes, we aim to deliver positive economic, social and environmental outcomes, while supporting our corporate priorities and meeting the evolving expectations of our stakeholders.



# OUR SUSTAINABILITY VOYAGES

The Sustainability Strategy 2026–2030, to be implemented from 2026 onwards, firmly positions sustainability as a core driver of the Group’s business direction. Anchored on the three strategic pillars of Impact, Inclusion, and Integrity, the refreshed strategy provides a clear and cohesive framework to guide our long-term value creation.

**Impact Pillar**

Prioritises decarbonisation and environmental stewardship, reinforcing our commitment to addressing climate change and safeguarding the ecosystems in which we operate.

**Inclusion Pillar**

Prioritises social stewardship, embedding respect for human rights, workforce well-being, and inclusive practices across the organisation and our value chain.

**Integrity Pillar**

Prioritises good governance, responsible supply chain management, and cybersecurity, ensuring resilience, accountability, and trust in an increasingly complex operating environment.

Further details will be shared in the next Sustainability Report.

## OUR PROGRESS IN 2025

**Financial Pillar**

**OUR STRATEGY**

**To achieve growth in secured and recurring sources of cash flow**

**TARGETS**

- 50% cash flows from operations (CFO) improvements
- 25% CFO from New Energy Solutions

**OUR PROGRESS IN 2025**

- Revenue: RM11.1 billion
- Operating Profit: RM2.8 billion
- Cash Flows from Operating Activities: RM5.7 billion

**Resilient Core**

- MISC secured long-term Time Charter Parties (TCPs) with PTT Public Company Limited for two newbuild VLECs
- MHB secured an EPCIC contract for three wellhead platforms (*Irong Timur, Berantai East and Kurma Manis*) with Vestigo Petroleum Sdn. Bhd.
- Sailaway of *FSU Puteri Delima Satu* to the PETRONAS LNG Regasification Terminal Pengerang (RGTP)
- AET signed newbuild contracts with Samsung Heavy Industries (SHI) for two LNG dual-fuel Suezmax tankers
- Successfully delivered seven Liquefied Natural Gas (LNG) carriers to QatarEnergy under a consortium partnership, supporting QatarEnergy’s LNG Expansion Programme
- MISC marked strategic entry into Brunei with maiden Floating Production Unit project
- Maintained asset performance; >99% vessel availability, >95% vessel utilisation and >97% floating asset uptime

**Profitable New Energy Business**

- AET–Fleetzero Hybrid-Electric Vessel Deal collaboration to retrofit plug-in hybrid-electric systems into AET’s lightering support vessel
- MISC, PETRONAS Research Sdn. Bhd. (PRSB), Aker Solutions (AKSO), and Clean Energy Systems Inc. (CES) signed the Zero-Emissions Power Station (ZEUS) Demo Front-End Engineering Design agreement
- MISC, PETRONAS CCS Ventures Sdn. Bhd. and Mitsui O.S.K. Lines, Ltd. announced the incorporation of Jules Nautica Sdn. Bhd. to lead the development and ownership of LCO<sub>2</sub> carriers
- MISC and SHI secured Approval in Principle (AiP) from Bureau Veritas for ammonia-fuelled LR2 tanker
- MISC and China Offshore secured AiP from American Bureau of Shipping (ABS) for Ammonia FPSO concept
- Progressed across the Kasawari Carbon Capture and Storage Project and the Offshore Substation (OSS) High Voltage Direct Current (HVDC) 2GW IJmuiden Ver (IJV) Alpha project

📖 [Read more in the Financial Pillar section.](#)

## OUR SUSTAINABILITY VOYAGES

### Environment Pillar

#### OUR STRATEGY

##### Towards Decarbonisation

- Transition to a low-carbon economy
- Deploy ultra-low emission vessels latest by 2030
- Decarbonise shipping operations by 2050
- Net-zero GHG emissions by 2050

##### TARGETS

- 50% reduction of GHG emissions intensity (for shipping operations) by 2030 (Base year: 2008)

#### OUR PROGRESS IN 2025

- Achieved 36% reduction in GHG emissions intensity by our fleet (Gas and Petroleum) compared to our 2008 baseline
- Published MISC Commitment to Net Zero GHG Emissions by 2050
- MISC and SHI received AiP from Bureau Veritas Marine & Offshore (BV) for the pioneering design of the world's first ammonia-fuelled tanker powered by Proton Exchange Membrane Fuel Cell (PEMFC) technology
- Signed collaboration agreement with WinGD to advance the development of ammonia dual-fuel engines and enhance related crew training
- Installation of a solar photovoltaic system at Akademi Laut Malaysia (ALAM) comprises the deployment of 632 kWp of solar panels across 5 building rooftops
- Demonstrated sustained progress through improved fleet-wide energy efficiency initiatives, fleet optimisation measures, and the ongoing rejuvenation of the fleet

 [Read more in the Decarbonisation Pathway section.](#)

#### Promoting Circular Economy

- Promote the elimination of waste and the continual use of resources
- Increase the usage of renewable sources

##### TARGETS

- 19% reduction in plastic waste generation in 2025 compared to 2021 and 2022 average, for Offshore operations
- Maintained an annual 3R rate of >95% of hazardous waste generated
- Achieved 40% reduction in paper consumption and 27% reduction in plastic waste generation per vessel in 2025 compared to 2019
- Increased the annual 3R rate of non-hazardous waste generated to 70% in 2025 compared to 2018

- Successfully achieved 78% reduction in plastic waste generation compared to 2021 and 2022 average for Offshore operations
- Successfully maintained our annual hazardous waste 3R rate above 95%
- Achieved 33% reduction in paper consumption and 15% reduction in plastic waste generation per vessel in 2025 compared to 2019
- Achieved a 10% annual 3R rate for non-hazardous waste in 2025
- The conversion of the LNG carrier *Puteri Delima Satu* into an FSU was completed and successfully delivered to the PETRONAS LNG RGTP
- In 2025, MISC conducted an assurance programme covering 13 ship recycling facilities (SRFs), comprising desktop assessments and on-site assessments for SRFs in India and Bangladesh

 [Read more in the Promoting Circular Economy section.](#)

## OUR SUSTAINABILITY VOYAGES

### Environment Pillar

#### OUR STRATEGY

##### Biodiversity Conservation

- Conserve and rehabilitate marine biodiversity by implementing MISC's Heart of The Ocean Programme

##### TARGETS

- Zero major spills
- Installation of Ballast Water Treatment System on all vessels

#### OUR PROGRESS IN 2025

- Zero major spills in 2025
- All MISC vessels are equipped with Ballast Water Treatment Systems
- 36 coral reef sites surveyed and 3 coral sites rehabilitated since 2020
- Conserved a total of 8,620 turtle nests since 2020 and achieved 69% turtle nest hatching success rate
- 11,952 kg of trash collected (beach and underwater clean-up) since 2020
- 35 mooring buoys were installed since 2020 to significantly reduce the physical impact on the reef due to anchor deployment
- Published MISC Position on Nature and Biodiversity

 [Read more in the Conserving Marine Biodiversity section.](#)



## OUR SUSTAINABILITY VOYAGES

**Social Pillar**

| OUR STRATEGY   | OUR PROGRESS IN 2025  |
|--|---|
| <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>Provide a safe and healthy environment for employees, contractors and communities</li> <li>Achieving Generative HSSE Culture</li> </ul> <p style="background-color: #4caf50; color: white; text-align: center; padding: 2px;">TARGETS</p> <ul style="list-style-type: none"> <li>TRCF &lt;0.53 (limit)</li> <li>LTIF &lt;0.17 (limit)</li> <li>Zero fatalities</li> </ul>                               | <ul style="list-style-type: none"> <li>TRCF: 0.28</li> <li>LTIF: 0.20</li> <li>Recorded 1 fatality</li> <li>50 business partners and contractor companies, representing 132 participants, took part in the Generative Culture Leadership Training Programme</li> <li>Recorded 63,281 Unsafe Conditions Unsafe Acts (UCUAs)</li> <li>Achieved 100% pledge of commitment to the Life-Saving Rules by all employees across the Group and ALAM cadets</li> </ul> <p> Read more in the <i>Strengthening Safety Culture</i> section.</p>  |
| <p><b>Talent Excellence</b></p> <p>Futureproof talents and drive leadership agenda by accelerating talent potential in a high-performing organisation</p> <p style="background-color: #4caf50; color: white; text-align: center; padding: 2px;">TARGETS</p> <ul style="list-style-type: none"> <li>Successor Ratio (Executive Leadership Team Positions) of 2:1</li> <li>Successor Ratio (Critical Positions) of 2:1</li> <li>High Performing Talent Retention: 95%</li> </ul> | <ul style="list-style-type: none"> <li>Successor Ratio (Enterprise Critical Position: Executive Leadership Team) of 3:1</li> <li>Successor Ratio (Enterprise Critical Position: Others) of 3:1</li> <li>High Performing Talent Retention: 94%</li> <li>44% female Board members</li> <li>RM40.7 million was invested in training and development programmes for employees, of which RM22.3 million was invested for seafarers</li> <li>Facilitated transition from sea to shore career for 42 employees</li> <li>Launched Project tHR1ve, a strategic human resource transformation initiative focused on reshaping how HR delivers value to the business and the people</li> </ul> <p> Read more in the <i>Our People, Our Strength</i> section.</p> |
| <p><b>Community Investment</b></p> <p>Strengthen youth development towards becoming future leaders through education</p> <p style="background-color: #4caf50; color: white; text-align: center; padding: 2px;">TARGETS</p> <ul style="list-style-type: none"> <li>Continue Cadet Sponsorship Programme</li> </ul>  | <ul style="list-style-type: none"> <li>776 students supported at ALAM via cadet sponsorship of RM32.2 million</li> <li>23 new students awarded with educational scholarships in collaboration with Texas A&amp;M Foundation, Singapore Maritime Foundation and Dream, Learn, Work as well as Newcastle University</li> <li>More than 300 employees have volunteered in the Heart of the Ocean programme since 2021</li> <li>3,226 local stakeholders and communities in Mersing participated in various awareness and capacity-building programmes since 2020</li> </ul> <p> Read more in the <i>Partnering with the Community</i> section.</p>   |

## OUR SUSTAINABILITY VOYAGES

**Governance Pillar**

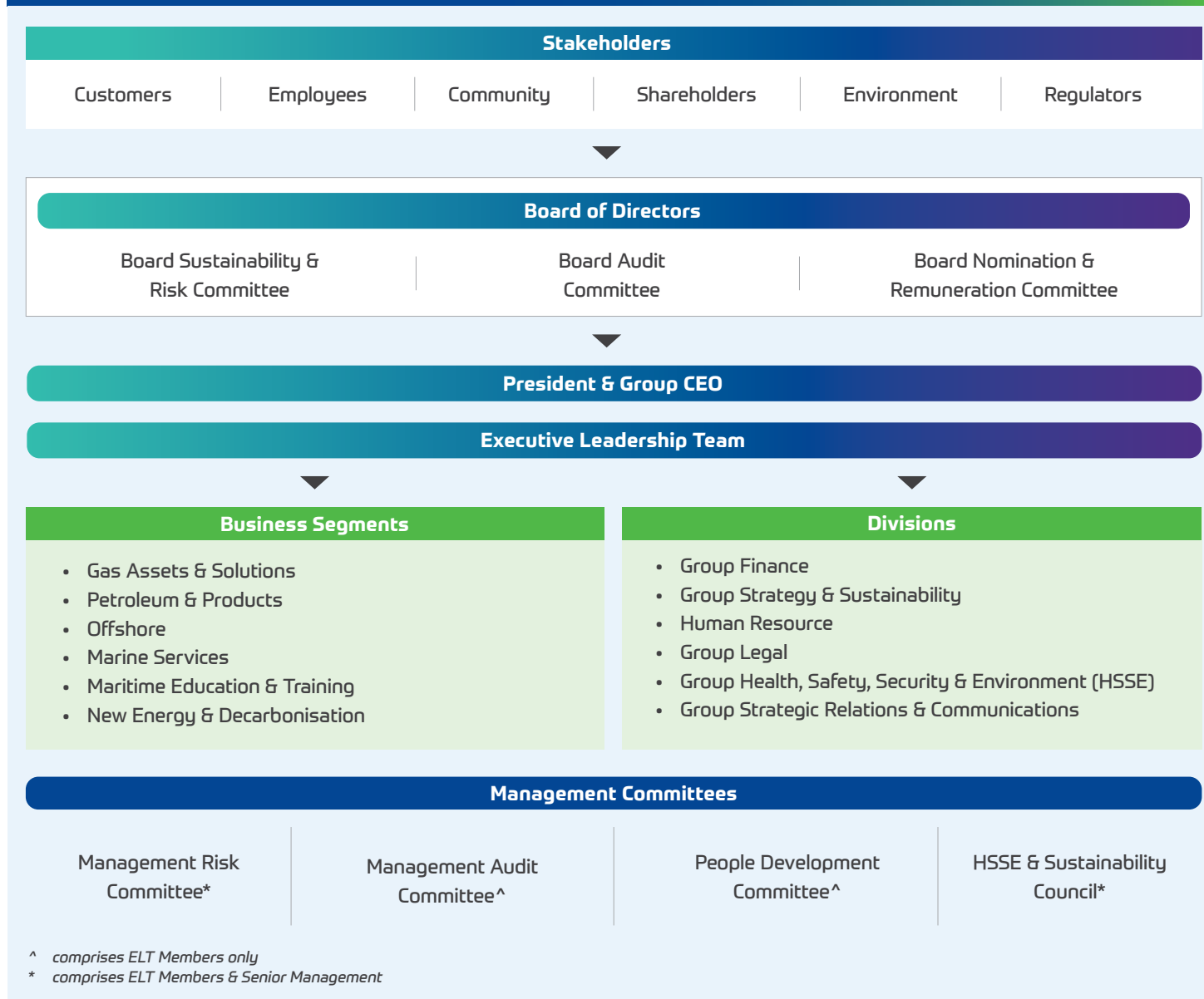
| OUR STRATEGY  | OUR PROGRESS IN 2025  |
|---|---|
| <p><b>Values, Assurance and Business Ethics</b></p>   |   |
| <ul style="list-style-type: none"> <li>Continuously embed a culture of strong corporate governance and business ethics and conduct</li> <li>Enhance the cybersecurity framework and safeguard our operations</li> </ul> <p style="background-color: #4caf50; color: white; text-align: center; padding: 2px;">TARGETS</p> <ul style="list-style-type: none"> <li>Zero breaches on compliance and business ethics-related matters</li> <li>Zero major cybersecurity incidents</li> </ul> | <ul style="list-style-type: none"> <li>Recorded zero breaches on compliance and business ethics-related matters</li> <li>100% of our operations were assessed for corruption-related risks</li> <li>Recorded zero major cybersecurity incidents and data breaches</li> </ul> <p> Read more in the <i>Operating Responsibly and Strengthening Cybersecurity</i> section.</p>   |
| <p><b>Responsible Supply Chain</b></p>  |   |
| <p>To drive sustainable practices with our suppliers</p> <p style="background-color: #4caf50; color: white; text-align: center; padding: 2px;">TARGET</p> <ul style="list-style-type: none"> <li>Continue to roll-out ESG Self-Assessment on critical suppliers</li> </ul>  | <ul style="list-style-type: none"> <li>Rolled-out the ESG Self Assessment to 116 critical suppliers</li> <li>60% of our suppliers were local, with a total spending of RM2.1 billion directed toward supporting these local suppliers</li> <li>73% of selected critical suppliers are assessed as either “meeting requirements” or “meeting some requirements” under our ESG Self-Assessment programme</li> </ul> <p> Read more in the <i>Advancing a Sustainable Supply Chain</i> section.</p> |

# SUSTAINABILITY GOVERNANCE

At MISC, strong governance is both a cornerstone of our corporate commitment and a key enabler of sustainable business practices. We recognise that the decisions we make today have long-term implications and we are committed to governance principles that reinforce our sustainability agenda.

Our governance framework promotes transparency, accountability and ethical conduct across all operations. By incorporating environmental, social and governance (ESG) considerations into decision-making, we seek to support long-term value creation for our shareholders while remaining mindful of the wider communities and stakeholders we serve.

## SUSTAINABILITY GOVERNANCE STRUCTURE AT MISC GROUP



# SUSTAINABILITY GOVERNANCE

## BOARD COMMITTEES

### Board of Directors

The Board of Directors (Board) holds ultimate responsibility for guiding the Group's corporate sustainability efforts, reflecting a shared commitment to responsible business practices and long-term value creation. As the highest governing authority within the organisation, the Board sets the Group's strategic direction and provides active oversight of the development and implementation of sustainability initiatives.

The roles and responsibilities of the Board are as follows:

#### Strategic Oversight

The Board plays an active role in setting the strategic direction of the Group's sustainability initiatives, providing guidance to ensure that sustainability considerations are fully integrated into the overall business strategy. By aligning sustainability objectives with the Company's broader mission and strategic priorities, the Board reinforces sustainability as a key driver of long-term performance. In addition, the Board oversees the Company's sustainability reporting and disclosures, strengthening transparency and accountability.

#### Risk Management

Recognising the interconnection between sustainability and business risks, the Board oversees the identification, assessment and mitigation of ESG risks, including climate-related risks. This oversight ensures that the Group is well positioned to respond effectively to the evolving sustainability regulatory landscape and stakeholder expectations.

#### Leadership and Advocacy

The Board provides leadership and advocacy for sustainability within the Group and across the wider business community. By championing sustainability at the highest level, the Board sets a clear tone from the top, reinforcing responsible business practices and supporting innovation in sustainable solutions.

The clearly defined roles and responsibilities of the Board reflect the Group's strong commitment to sustainability within its corporate governance framework. We recognise that long-term business success is intrinsically linked to environmental stewardship and societal well-being. In response, the Group remains focused on meeting regulatory requirements while positioning sustainability as a core element of business strategy, ensuring it remains central to strategic decision-making and long-term value creation.

### Board Sustainability & Risk Committee

The Board Sustainability & Risk Committee (BSRC) supports the Board in overseeing how sustainability priorities are carried through across the Group, with due regard to the Company's broader business objectives. The Committee considers key ESG matters, including climate change, occupational health and safety, cybersecurity, business ethics, biodiversity and human rights, alongside other areas identified as material to the business. Each BSRC member brings relevant experience in sustainability and risk management, contributing to informed deliberations and well-considered decision making.

The BSRC reviews the progress of sustainability initiatives against established strategic targets and provides recommendations to the Board to further strengthen alignment with MISC's corporate priorities. In addition, the Committee reviews significant strategic and operational risks, including ESG-related risks escalated from the Management Risk Committee (MRC), ensuring a comprehensive and integrated approach to risk oversight and sustainability governance.

## SUSTAINABILITY GOVERNANCE

### Other roles and responsibilities of BSRC are:

#### Sustainability Performance Evaluation

The BSRC prioritises and conducts regular assessments of the Group's sustainability performance and evaluates the effectiveness of sustainability initiatives. This structured approach strengthens accountability and fosters a culture of continuous improvement across the Group's sustainability efforts.

#### Regulatory Compliance

The BSRC ensures that the Group complies with prevailing sustainability-related regulations while proactively anticipating and preparing for emerging regulatory developments. This forward-looking approach strengthens regulatory readiness, mitigates risk and supports the Group's positioning as an industry leader in sustainability and innovation.

In 2025, the Terms of Reference for the BSRC were revised to incorporate oversight of processes, frameworks and strategies for managing sustainability risks and opportunities (SRO), including climate-related risks and opportunities (CRO). This expanded mandate covers the identification, prioritisation and target-setting of SROs, as well as periodic review of MISC's performance and progress in these areas.

#### Board Audit Committee

The Board Audit Committee (BAC) reviews key ESG-related areas under its oversight as part of its governance responsibilities. The BAC receives periodic updates on whistleblowing and grievance cases to ensure transparency, accountability and timely resolution of reported concerns. The Committee also reviews the Group's GHSSE Audit and Assurance Bi-Annual Reports, with emphasis on assessing the effectiveness of the HSSE Management System across MISC Group's floating assets, operating entities, joint ventures and third-party service providers. In addition, the BAC evaluates the Statement of Directors' Responsibility and the Statement on Risk Management & Internal Control for inclusion in the Integrated Annual Report, supporting the integrity and robustness of the Group's overall internal control environment.

#### Board Nomination & Remuneration Committee

The Board Nomination & Remuneration Committee (BNRC) incorporates ESG performance into the Group balanced scorecard and remuneration framework. The BNRC also evaluates the performance of the President & Group CEO (PGCEO) and oversees the performance evaluation of Senior Management, assessing financial performance, strategic initiatives, operational effectiveness, health, safety, security, environment and sustainability (HSSES) and talent development. Based on performance outcomes against the balanced scorecard, the BNRC provides recommendations to the Board for approval.

## MANAGEMENT COMMITTEES

#### Health, Safety, Security, Environment & Sustainability Council

The Board and its committees are supported by the HSSE & Sustainability Council, a dedicated management-level committee chaired by the PGCEO. Its membership comprises of Executive Leadership Team (ELT) members and Head of Group HSSE. The Council convenes every two months and serves as the primary authority on HSSES matters, providing oversight and stewardship of all related policies, strategies, initiatives, systems, targets, performance and management reviews across the organisation.

#### People Development Committee

The People Development Committee (PDC), composed of MISC's ELT, is responsible for assessing talent performance and overseeing career development programmes, succession planning, competency assessments and other key initiatives aimed at strengthening workforce capability.

## SUSTAINABILITY GOVERNANCE

#### Management Risk Committee

The Management Risk Committee (MRC) serves as the primary management forum for the application of the Group's risk management framework. Meeting quarterly, the Committee reviews significant strategic and operational risks, assesses the adequacy of risk management plans and evaluates the effectiveness of existing controls and mitigation measures in supporting business continuity.

Following its deliberations, the MRC escalates key risk-related matters to the BSRC for further review before submission to the Board. In addition, the Project Risk Assessment Sub-Committee (PRASC) has been established to facilitate in-depth discussions on risks associated with capital-intensive and/or revenue-generating projects, reinforcing a proactive and structured approach to risk governance.

#### Management Audit Committee

The Management Audit Committee (MAC) serves as a management-level oversight platform that supports the MISC Group (excluding MHB)'s governance and internal control framework through the review of internal audit plans and reports, and the monitoring of agreed corrective actions.

## CORPORATE FUNCTIONS

#### Group Strategy & Sustainability

Group Strategy & Sustainability, led by the CSSO, provides direction and coordination for the Group's sustainability priorities. The Sustainability & Decarbonisation Department is responsible for overseeing progress across these priorities, working closely with cross-functional teams at business unit and subsidiary levels to support consistent execution and effective monitoring.

The department also manages external sustainability disclosures and reporting, conducts group-wide sustainability materiality assessments and oversees stakeholder engagements on sustainability matters. In addition, it provides guidance and support to business units and subsidiaries in implementing their sustainability strategies, monitoring performance and ensuring the internal adoption of relevant practices.

#### Sustainability Custodians/Focal Champions

The Sustainability & Decarbonisation Department is supported by cross-functional working groups spanning business units and subsidiaries. These dedicated custodians and focal champions, drawn from Corporate Functions and Business Units/Subsidiaries, play a critical role in advancing the implementation of sustainability initiatives. By leveraging their leadership capabilities, specialised expertise and industry knowledge, they actively foster a culture of sustainability across the organisation.

# PRIORITISING WHAT IS MOST MATERIAL

Our sustainability agenda is shaped by the priorities of both internal and external stakeholders. Through ongoing engagement and systematic feedback, we identify the sustainability matters most relevant to our business and stakeholders. These insights inform our sustainability strategy and management approach, ensuring that initiatives remain aligned with industry practices while strengthening organisational resilience, reinforcing stakeholder trust and supporting long-term value creation.

Our material sustainability matters directly influence how MISC allocates capital, manages risk and makes strategic decisions. Insights from the double materiality assessment inform enterprise planning, investment evaluation and operational priorities, ensuring that sustainability considerations are embedded within core decision-making processes rather than treated as standalone disclosures.

## IDENTIFYING MATERIAL TOPICS

During the year under review, we conducted a double materiality assessment to refine our existing material sustainability matters and ensure that our sustainability focus areas remain aligned with evolving stakeholder expectations. In line with the double materiality assessment under the European Sustainability Reporting Standards (ESRS), the assessment considered both financial materiality and impact materiality.

### Financial Materiality

The level of impact on the company's financial position.

### Impact Materiality

The level of impact caused by the company's operations on people and the environment.

Material sustainability matters are identified through the following process:



# PRIORITISING WHAT IS MOST MATERIAL

Based on the assessment, 12 material sustainability matters were identified and plotted in the materiality matrix presented below. The revised materiality matrix was endorsed by the Health, Safety, Security, Environment and Sustainability (HSSES) Council and the Board Sustainability & Risk Committee and subsequently approved by the Board of Directors for formal adoption.

## MISC'S DOUBLE MATERIALITY MATRIX



## Materiality as the Foundation of Sustainable Value

The double materiality assessment provides a structured basis for aligning sustainability priorities with identified material matters and relevant SDGs. It informs target setting, clarifies the connection between ESG risks, opportunities and our corporate purpose, and shapes the focus of our annual disclosures. Through this lens, sustainability considerations are integrated into strategy, risk management and reporting, reflecting both our external impacts and the financial implications of sustainability matters on long-term resilience and value creation.

### Building Block of the MISC Sustainability Strategy 1

The material matters underpin the development of the MISC Sustainability Strategy, which is at the heart of our business strategy, and define the themes of our sustainability pillars and guide strategic focus areas.

Initiatives are aligned with these material priorities and relevant SDGs, supporting the establishment of clear sustainability-related targets and commitments. This provides a disciplined framework for execution, performance tracking and accountability across the organisation.

### Basis of the Identification of Sustainability Risks and Opportunities 2

As part of the double materiality assessment, the material matters are also assessed through a financial materiality lens and therefore support the identification of Sustainability Risks and Opportunities (SROs) that could reasonably be expected to affect MISC's cash flows, access to finance or cost of capital over the short, medium and long term.

These SROs are integral to MISC's sustainability and business strategies, guiding resource allocation and risk management, in turn supporting long-term resilience and investor value.

For more details on our approach to SROs, please refer to the Sustainability-related Financial Disclosures section.

### Guiding Sustainability Disclosures in Annual Reporting 3

Results of the materiality assessment inform the sustainability disclosures we present, ensuring they remain relevant, useful and aligned with stakeholder priorities. These disclosures show how key issues shape our strategy, risk profile, performance, and outlook.

By integrating materiality outcomes into our reporting processes, we provide stakeholders with a clear view of how sustainability is embedded within our governance and business model, strengthening the credibility of our reporting and reinforcing our reputation as a transparent and responsible organisation.

## PRIORITISING WHAT IS MOST MATERIAL

### OUR CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT GOALS




Our contributions to the Sustainable Development Goals (SDGs) are strategically aligned with our identified material sustainability matters. The table below provides a structured overview of how each material matter is addressed and highlights our specific contributions to the respective SDGs.

| Materiality Quadrant  |  |   |   |
|---|--|---|---|
|   |  |   |   |
| ENVIRONMENT PILLAR  |  |   |   |
| MATERIAL MATTER   | DESCRIPTION  | OUR APPROACH  | SUSTAINABILITY STRATEGIC PRIORITIES   |
| <b>M1</b><br><br><b>Climate Change and GHG Emissions</b>  | <ul style="list-style-type: none"> <li>GHG emissions from fuel combustion in engines and compressors, venting and fugitive sources such as methane leaks contribute to climate change</li> <li>This material matter focuses on managing and reducing emissions and improving energy efficiency across MISC's operations and businesses in response to climate-related physical and transition risks</li> </ul> <p><i>Note: There are 4 Climate-related Risk and Opportunities (CROs) relating to this material matter. For more information on the CROs, please refer to Sustainability-Related Financial Disclosures section in our Sustainability Report 2025.</i></p> | <ul style="list-style-type: none"> <li>Establish strategic plans for shipping and non-shipping operations to support effective responses to international regulations and policy changes</li> <li>Direct efforts across operations and the value chain to reduce emissions, advance decarbonisation efforts and improve low-carbon solutions</li> </ul> | <p>Towards Decarbonisation</p> <p><b>SDGs:</b><br/> </p> <p><b>Key Capitals:</b><br/> </p> <p><b>Operating Environment:</b><br/> </p> <p><b>Risks:</b><br/> </p> <p><b>Strategic Pillars:</b><br/> </p> |
| <p><b>TARGETS</b></p> <ul style="list-style-type: none"> <li>50% reduction of GHG emissions intensity (for shipping operations) by 2030 (Base year: 2008)</li> <li>Net-zero GHG emissions by 2050</li> </ul> <p><i>For more details on our climate change and GHG emissions performance, please refer to Decarbonisation Pathway section.</i></p> |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>GHG emissions intensity in 2025: 4.86 gCO<sub>2</sub>e/ton-nm, a 36% reduction from baseline</li> </ul>  |   |




## PRIORITISING WHAT IS MOST MATERIAL

| MATERIAL MATTER   | DESCRIPTION   | OUR APPROACH   | SUSTAINABILITY STRATEGIC PRIORITIES   |
|---|---|--|---|
| <b>M2</b><br><br><b>Waste Management</b>  | <ul style="list-style-type: none"> <li>Waste management covers the handling of hazardous and non-hazardous waste generated from operational activities, from generation to final disposal</li> <li>This material matter focuses on waste reduction at source, recycling and compliant disposal to minimise environmental impacts across MISC's operations and businesses</li> </ul> | <ul style="list-style-type: none"> <li>Establish and monitor waste reduction and 3R targets to improve waste management practices and reduce waste generation</li> </ul>   | <p>Promoting Circular Economy</p> <p><b>SDG:</b><br/> </p> <p><b>Key Capitals:</b><br/> </p> <p><b>Operating Environment:</b><br/> </p> <p><b>Risks:</b><br/> </p> <p><b>Strategic Pillars:</b><br/> </p> |
| <p><b>TARGETS</b></p> <ul style="list-style-type: none"> <li>19% reduction in plastic waste generation in 2025 compared to 2021 and 2022 average, for Offshore operations</li> <li>Maintain an annual 3R rate of above 95% of hazardous waste generated</li> <li>Achieved 40% reduction in paper consumption and 27% reduction in plastic waste generation per vessel in 2025 compared to 2019</li> <li>Increase the annual 3R rate of non-hazardous waste generated to 70% in 2025</li> </ul> <p><i>For more details on our waste management approach, please refer to Promoting Circular Economy section.</i></p> |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Successfully achieved 78% reduction in plastic waste generation compared to 2021 and 2022 average for Offshore operation</li> <li>Successfully maintained our annual hazardous waste 3R rate above 95%</li> <li>Achieved 33% reduction in paper consumption and 15% reduction in plastic waste generation per vessel in 2025 compared to 2019</li> <li>Achieved a 10% annual 3R rate for non-hazardous waste</li> </ul> |   |
| <b>M3</b><br><br><b>Ecological Impact</b>   | <ul style="list-style-type: none"> <li>Ecological impacts may arise from effluent discharge, freshwater withdrawals, the introduction of invasive species and spills</li> <li>This material matter focuses on managing potential impacts on biodiversity, water quality and sensitive marine and coastal ecosystems linked to MISC's operations and businesses</li> </ul>           | <ul style="list-style-type: none"> <li>Continue improving oversight and efforts related to ocean biodiversity conservation</li> </ul>  | <p>Biodiversity Conservation</p> <p><b>SDG:</b><br/> </p> <p><b>Key Capitals:</b><br/> </p> <p><b>Operating Environment:</b><br/> </p> <p><b>Risks:</b><br/> </p> <p><b>Strategic Pillars:</b><br/> </p>  |
| <p><b>TARGETS</b></p> <ul style="list-style-type: none"> <li>Zero major spills in 2025</li> <li>Installation of Ballast Water Treatment System on all vessels</li> </ul> <p><i>For more details on our ecological impact approach, please refer to Conserving Marine Biodiversity section.</i></p>  |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Zero major spills in 2025</li> <li>All MISC vessels are equipped with Ballast Water Treatment Systems</li> </ul>  |   |















PRIORITISING WHAT IS MOST MATERIAL

| MATERIAL MATTER  | DESCRIPTION  | OUR APPROACH   | SUSTAINABILITY STRATEGIC PRIORITIES  |
|--|--|--|--|
| <p>M4 </p> <p><b>Air Pollution</b></p>  | <ul style="list-style-type: none"> <li>Air pollutants such as sulphur oxides (SO<sub>x</sub>), nitrogen oxides (NO<sub>x</sub>), particulate matter (PM<sub>10</sub>) and volatile organic compounds (VOCs) can create localised health and environmental risks</li> <li>This material matter focuses on managing air pollutant emissions arising from fuel combustion and other industrial processes across MISC's operations and businesses</li> </ul> | <ul style="list-style-type: none"> <li>Ensure newbuild vessels operate on high-efficiency dual-fuel LNG engines</li> <li>Switch to low sulphur fuel oil</li> <li>Equip newbuild vessels with low-NO<sub>x</sub> emissions engines</li> <li>Implement fuel and energy performance monitoring</li> </ul> | <p>Environment Pillar</p> <p><b>SDG:</b><br/></p> <p><b>Key Capitals:</b><br/>F P N</p> <p><b>Operating Environment:</b><br/>E3 E4 E5 E6 E7</p> <p><b>Risks:</b><br/>R3 R7 R10 R11</p> <p><b>Strategic Pillars:</b><br/>SP1 SP2 SP3</p> |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Ensure full compliance with IMO MARPOL Annex VI limits on NO<sub>x</sub> and SO<sub>x</sub> emissions across all fleet operations</li> </ul> <p> For more details on our air pollution performance, please refer to Other Environmental Matters section.</p> |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Maintain full compliance with IMO MARPOL Annex VI limits on NO<sub>x</sub> and SO<sub>x</sub> emissions across all fleet operations</li> </ul>  |  |

PRIORITISING WHAT IS MOST MATERIAL

| SOCIAL PILLAR  |  |   | SUSTAINABILITY STRATEGIC PRIORITIES   |
|--|--|---|---|
| MATERIAL MATTER  | DESCRIPTION  | OUR APPROACH  | SUSTAINABILITY STRATEGIC PRIORITIES   |
| <p>M5 </p> <p><b>Health, Safety, and Security</b></p>   | <ul style="list-style-type: none"> <li>Health and safety addresses the management of physical, chemical and psychological hazards arising from shipping, offshore and heavy engineering activities, including work in harsh environments, exposure to volatile substances and the operation of heavy machinery, while security covers the protection of people, assets and operations from threats such as sabotage, espionage and terrorism</li> <li>This material matter focuses on preventing incidents and protecting personnel and assets through strong safety standards, effective risk controls and integrated security measures across MISC's operations</li> </ul> | <ul style="list-style-type: none"> <li>Reinforce safety management with stringent HSSE policies, fostering a Generative HSSE culture</li> <li>Emphasise operational discipline and security to ensure safe work conditions for employees, contractors and assets</li> </ul> | <p>Health and Safety</p> <p><b>SDG:</b><br/></p> <p><b>Key Capitals:</b><br/>F P S H</p> <p><b>Operating Environment:</b><br/>E1 E3 E4 E5 E6 E7</p> <p><b>Risks:</b><br/>R1 R5 R6 R7 R8 R10 R11</p> <p><b>Strategic Pillars:</b><br/>SP1 SP2 SP3</p> |
| <p><b>TARGETS</b></p> <ul style="list-style-type: none"> <li>TRCF &lt;0.53 (limit)</li> <li>LTIF &lt;0.17 (limit)</li> <li>Zero fatalities</li> </ul> <p> For more details on our health, safety and security approach, please refer to Strengthening Safety Culture section.</p> |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>TRCF: 0.28</li> <li>LTIF: 0.20</li> <li>1 fatality</li> </ul>  |   |

PRIORITISING WHAT IS MOST MATERIAL

| MATERIAL MATTER  | DESCRIPTION  | OUR APPROACH   | SUSTAINABILITY STRATEGIC PRIORITIES  |
|--|--|--|--|
| <p>M6 </p> <p><b>Talent Management</b></p>  | <ul style="list-style-type: none"> <li>Talent management involves attracting, developing and retaining employees to meet evolving business needs, supported by fair hiring and promotion practices, non-discrimination and equitable access to training and career progression</li> <li>This material matter focuses on cultivating a capable and diverse workforce through structured development, inclusive practices and a performance-oriented culture that strengthens organisational resilience</li> </ul> | <ul style="list-style-type: none"> <li>Continue fostering a pipeline of talent through talent management frameworks that support future-ready skills</li> </ul>  | <p>Talent Excellence</p> <p><b>SDGs:</b><br/>  </p> <p><b>Key Capitals:</b><br/>   </p> <p><b>Operating Environment:</b><br/>      </p> <p><b>Risks:</b><br/>     </p> <p><b>Strategic Pillars:</b><br/>   </p> |
| <p><b>TARGETS</b></p> <ul style="list-style-type: none"> <li>Successor Ratio (Enterprise Critical Position: Executive Leadership Team) of 2:1</li> <li>Successor Ratio (Enterprise Critical Position: Others) of 2:1</li> <li>High Performing Talent Retention: 95%</li> </ul> |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Successor Ratio (Enterprise Critical Position: Executive Leadership Team) of 3:1</li> <li>Successor Ratio (Enterprise Critical Position: Others) of 3:1</li> <li>High Performing Talent Retention: 94%</li> </ul> |  |
| <p> For more details on our talent management approach, please refer to Our People, Our Strength section.</p>   |  |  |  |

PRIORITISING WHAT IS MOST MATERIAL

| MATERIAL MATTER  | DESCRIPTION  | OUR APPROACH  | SUSTAINABILITY STRATEGIC PRIORITIES   |
|--|--|---|---|
| <p>M7 </p> <p><b>Human Rights</b></p>   | <ul style="list-style-type: none"> <li>Human rights management covers the protection of fundamental and labour rights across operations and the value chain, including employment terms, working conditions and freedom of association, alongside the prevention of violence, harassment, child labour and forced labour, supported by grievance and whistleblowing channels</li> <li>This material matter focuses on identifying and mitigating potential human rights impacts through due diligence and oversight across MISC's activities and supply chain</li> </ul> | <ul style="list-style-type: none"> <li>Establish and implement policies and frameworks to strengthen and promote human rights principles and practices across our operations and businesses</li> <li>Embed human rights due diligence practices within our own operations and across our value chain</li> </ul> | <p>Social Pillar</p> <p><b>SDG:</b><br/> </p> <p><b>Key Capitals:</b><br/>  </p> <p><b>Operating Environment:</b><br/>   </p> <p><b>Risks:</b><br/>    </p> <p><b>Strategic Pillars:</b><br/>   </p> |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Zero human rights breaches</li> </ul>  |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Recorded zero human rights breaches in 2025</li> </ul>   |   |
| <p> For more details on our human rights approach, please refer to Respecting Human Rights at Sea and Shore section.</p>              |  |   |   |
| <p>M8 </p> <p><b>Community Engagement and Development</b></p>   | <ul style="list-style-type: none"> <li>Community engagement and development relate to interactions with communities affected by the Group's activities, including coastal communities and those near MISC's heavy engineering yard and maritime academy, as well as initiatives such as community investments and employee volunteerism</li> <li>This material matter focuses on fostering constructive relationships, understanding local needs and contributing to sustainable socio-economic development in areas where MISC operates</li> </ul>                      | <ul style="list-style-type: none"> <li>Implement multi-stakeholder community initiatives and programmes focused on youths to cultivate interest in the maritime industry</li> </ul>   | <p>Community Investment</p> <p><b>SDG:</b><br/> </p> <p><b>Key Capitals:</b><br/>   </p> <p><b>Operating Environment:</b><br/>N/A</p> <p><b>Risks:</b><br/>  </p> <p><b>Strategic Pillars:</b><br/>   </p>   |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Continue Cadet Sponsorship Programme</li> </ul>  |  | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>RM32.2 million invested in 2025 for the sponsorship of 776 cadets</li> </ul>   |   |
| <p> For more details on our community engagement and development approach, please refer to Partnering with the Community section.</p> |  |   |   |

PRIORITISING WHAT IS MOST MATERIAL

| GOVERNANCE PILLAR  |   |  | SUSTAINABILITY STRATEGIC PRIORITIES   |
|--|---|--|---|
| MATERIAL MATTER  | DESCRIPTION   | OUR APPROACH   |   |
| <p>M9 </p> <p><b>Corporate Governance and Business Ethics</b></p>   | <ul style="list-style-type: none"> <li>Corporate governance and business ethics relate to ethical conduct, transparency and compliance, including interactions with government officials, state-owned enterprises and multinational corporations across jurisdictions</li> <li>This material matter focuses on managing risks related to bribery and corruption supported by governance and oversight structures</li> </ul> | <ul style="list-style-type: none"> <li>Strengthen governance through the establishment of relevant frameworks</li> <li>Improve ESG-related risk practices and strengthen Board oversight</li> <li>Ensure strict adherence to laws, policies, standards and guidelines through a zero-tolerance approach to unethical practices, discriminatory actions and non-compliance</li> </ul> | <p>Values, Assurance and Business Ethics</p> <p><b>SDGs:</b></p>   <p><b>Key Capitals:</b></p> <p>F S H</p> <p><b>Operating Environment:</b></p> <p>E1 E2 E7 E8</p> <p><b>Risks:</b></p> <p>R4 R6 R10</p> <p><b>Strategic Pillars:</b></p> <p>SP1 SP2 SP3</p> |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Zero breaches on compliance and business ethics-related matters</li> </ul>   |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Recorded zero breaches on compliance and business ethics-related matters in 2025</li> </ul>   |   |
| <p> For more details on our corporate governance and business ethics approach, please refer to Operating Responsibly section.</p> |   |  |   |
| <p>M10 </p> <p><b>Cybersecurity</b></p>   | <ul style="list-style-type: none"> <li>Cybersecurity covers protecting systems, networks, software, hardware and data from cyber attacks, unauthorised access or damage</li> <li>This material matter focuses on safeguarding the confidentiality, integrity and availability of information as well as protecting MISC employees and assets, customer privacy, while supporting regulatory compliance</li> </ul>           | <ul style="list-style-type: none"> <li>Strengthen cybersecurity governance, controls and hygiene, and promote a culture of compliance through training to improve capabilities and awareness, and reduce security risks</li> </ul>   | <p>Values, Assurance and Business Ethics</p> <p><b>SDGs:</b></p>   <p><b>Key Capitals:</b></p> <p>F P I H</p> <p><b>Operating Environment:</b></p> <p>E8</p> <p><b>Risks:</b></p> <p>R8 R10</p> <p><b>Strategic Pillars:</b></p> <p>SP1 SP2 SP3</p>       |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Zero major cybersecurity incidents</li> </ul>  |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Recorded zero major cybersecurity incidents</li> </ul>  |   |
| <p> For more details on our cybersecurity approach, please refer to Strengthening cybersecurity section.</p>                      |   |  |   |

PRIORITISING WHAT IS MOST MATERIAL

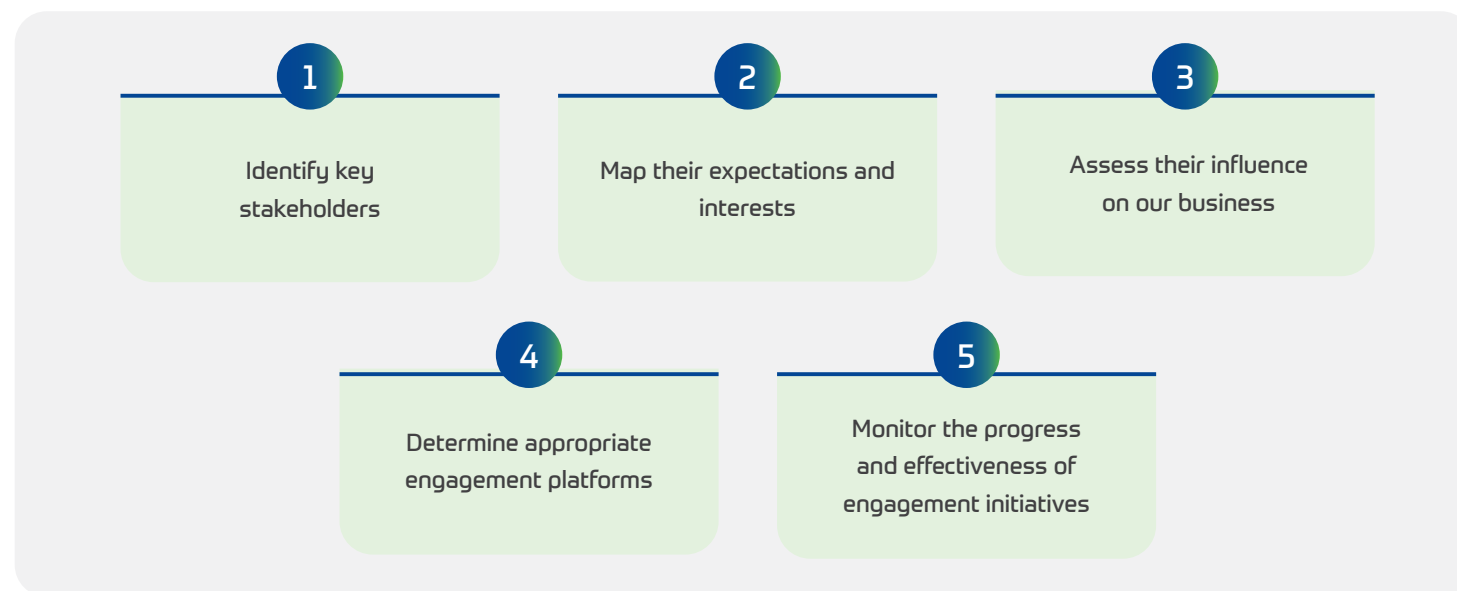
| MATERIAL MATTER  | DESCRIPTION   | OUR APPROACH   | SUSTAINABILITY STRATEGIC PRIORITIES  |
|--|---|--|--|
| <p>M11 </p> <p><b>Supply Chain Management</b></p>   | <ul style="list-style-type: none"> <li>Supply chain management includes integrating ESG criteria into procurement, monitoring supplier compliance and addressing risks such as human rights violations, corruption and environmental impacts, including GHG emissions</li> <li>This material matter focuses on supplier due diligence, transparency and collaboration to support responsible and reliable supply chain performance</li> </ul> | <ul style="list-style-type: none"> <li>Promote sustainable practices across the supply chain to improve resilience</li> <li>Identify collaboration and partnership opportunities on pollution prevention and the decarbonisation of operations</li> <li>Promote circular economy practices across the value chain</li> </ul>   | <p>Responsible Supply Chain</p> <p><b>SDGs:</b></p>   <p><b>Key Capitals:</b></p> <p>F P S H</p> <p><b>Operating Environment:</b></p> <p>E1 E2 E3 E4 E5 E6 E7</p> <p><b>Risks:</b></p> <p>R1 R3 R5 R6 R7 R10</p> <p><b>Strategic Pillars:</b></p> <p>SP1 SP2 SP3</p> |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Continue to roll-out ESG Self-Assessment on critical suppliers</li> </ul>  |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Successfully rolled-out ESG Self-Assessment to 116 critical suppliers</li> </ul>  |  |
| <p> For more details on our supply chain management approach, please refer to Advancing a Sustainable Supply Chain section.</p>           |   |  |  |
| <p>M12 </p> <p><b>Digitalisation</b></p>  | <ul style="list-style-type: none"> <li>Digitalisation refers to integrating digital technologies and data into business activities to change how work is performed and how value is delivered</li> <li>This material matter focuses on improving processes and efficiency, supporting innovation and preparing the workforce to adapt to technology changes while maintaining stakeholder confidence</li> </ul>                               | <ul style="list-style-type: none"> <li>Transform internal processes and systems across the organisation to improve productivity and efficiency</li> <li>Continue leveraging digital technologies and systems to enhance efficiency, productivity, and safety across our operations</li> <li>Upskill and reskill the workforce to adapt to the future of digitalisation and new technology</li> </ul> | <p>Financial Pillar</p> <p><b>SDG:</b></p>  <p><b>Key Capitals:</b></p> <p>F I H</p> <p><b>Operating Environment:</b></p> <p>E8</p> <p><b>Risks:</b></p> <p>R3 R8 R9</p> <p><b>Strategic Pillars:</b></p> <p>SP1 SP2 SP3</p>  |
| <p><b>TARGET</b></p> <ul style="list-style-type: none"> <li>Roll-out of Project Lightspeed in 2025</li> </ul>  |   | <p><b>2025 PROGRESS</b></p> <ul style="list-style-type: none"> <li>Successfully launched the Project Lightspeed go-live in September 2025</li> </ul>   |  |
| <p> For more details on our digitalisation approach, please refer to Indirect Economic Value Creation under Financial Pillar section.</p> |   |  |  |

## OUR STAKEHOLDERS' UNIVERSE

At MISC, cultivating strong stakeholder relationships is a strategic priority, recognising that their engagement is integral to our long-term success. We proactively seek and incorporate our stakeholder feedback, acknowledging its impact on our business decisions.

Guided by the MISC Group Stakeholder Management Guideline, a structured framework has been established to ensure that stakeholder engagement is purposeful, consistent and aligned with business objectives.

Across our service units, business units and subsidiaries, stakeholder engagement activities are tailored to the unique needs and priorities of each group. The Guideline provides a structured approach to:



At the Group level, strategic oversight is provided by the Strategic Relations Department within Group Strategic Relations & Communications. Through this structured yet adaptive approach, we aim to create meaningful connections that support sustainable growth and shared value for all.

### DEFINING OUR STAKEHOLDERS

MISC defines its stakeholders as:

- Individuals or groups who currently exercise, or have the potential to exercise, influence over our business activities or operations
- Individuals or groups who are, or may be, impacted by our business activities or operations

### PRIORITISING OUR STAKEHOLDERS

We prioritise key stakeholders based on the following criteria:

- Stakeholders' influence level
- Stakeholders' organisational relevancy level

Based on the stakeholder mapping, we define engagement level accordingly.

## OUR STAKEHOLDERS' UNIVERSE



## OUR STAKEHOLDERS' UNIVERSE

## OUR STAKEHOLDERS' UNIVERSE

### MISC STAKEHOLDER ENGAGEMENT

At MISC, engagement goes beyond routine interaction and reflects a considered effort to build meaningful relationships that strengthen the business and support shared value. To this end, a range of engagement approaches is applied, each designed to support operational needs while responding to the varied expectations of stakeholders.

These methods may be applied concurrently or in sequence, depending on the context and nature of the relationship. We work closely with our key stakeholders as well as engaging with broader groups, including trade associations, NGOs, activist organisations, industry peers, academic institutions and the media, adopting a tailored approach to engagement where necessary.

#### Navigation Icons



Monthly



Quarterly



Annually



As required

| Our Stakeholders                                   | Stakeholder Value Proposition   | Concerns/Issues Raised                      | Our Strategic Response   | How We Engage |         |             |          |              | Frequency Of Engagement |      |      |
|--|---|---|--|---------------|---------|-------------|----------|--------------|-------------------------|------|------|
|  |   |   |  | Collaborate   | Promote | Communicate | Feedback | Transparency |                         |      |      |
| <b>GOVERNMENT/ REGULATORS</b>                      | <ul style="list-style-type: none"> <li>Support the government's agenda in promoting innovation and sustainable growth of the maritime industry</li> <li>Sustain MISC's license to operate</li> </ul>  | Compliance with laws and regulations        | Engaging with regulators to ensure compliance with laws and regulations  | ●             |         | ●           |          |              |                         | AR   |      |
|  |   | Introduction of future laws and regulations | Engaging with regulators to provide feedback on proposed laws and regulations  |               |         | ●           | ●        |              |                         | AR   |      |
|  |   | Crisis management and business continuity   | Collaborating with authorities on emergency response and preparedness  | ●             |         | ●           |          |              |                         | A AR |      |
|  |   | Development of talent and job opportunities | <ul style="list-style-type: none"> <li>Collaborating on maritime academy syllabus to nurture and develop seafarers in line with the nation's maritime vision</li> <li>Providing job opportunities and the development of local talents</li> </ul>  | ●             |         | ●           |          |              |                         | AR   |      |
|  |   | Corruption and bribery                      | <ul style="list-style-type: none"> <li>Involvement in the Maritime Anti-Corruption Network (MACN) to combat corruption in the maritime industry or any other anti-corruption agencies/associations</li> <li>Implementing the Code of Conduct and Business Ethics (CoBE) for employees and third parties</li> </ul>             | ●             | ●       |             |          | ●            |                         | A    |      |
| <b>SHAREHOLDERS/ INVESTORS/FINANCIAL PROVIDERS</b> | <ul style="list-style-type: none"> <li>Provide platforms to better understand MISC's business performance, financial position and sustainability agenda</li> <li>Increase shareholder/investor confidence</li> <li>Better access to debt funding for CAPEX</li> </ul> | Project and financial performance           | Ensuring strong governance in project and financial management   | ●             |         | ●           |          | ●            |                         | AR   |      |
|  |   | Values and governance                       | <ul style="list-style-type: none"> <li>Establishing strong governance policies and procedures</li> <li>Business ethics awareness and whistleblowing processes</li> </ul>   | ●             | ●       | ●           | ●        | ●            |                         | AR   |      |
|  |   | Climate change                              | <ul style="list-style-type: none"> <li>Involvement in the Getting to Zero Coalition - Collaboration with strategic partners along the value chain to develop commercially viable ultra-low emission vessels by 2030</li> <li>Fleet renewal to lower-carbon emissions vessels and energy-efficiency-designed vessels</li> </ul> | ●             | ●       |             |          |              |                         |      | AR   |
|  |   | Diversity and inclusion                     | Implementation of diversity and inclusion strategic priorities   |               | ●       | ●           |          | ●            |                         |      | AR   |
|  |   | ESG risks, opportunities and performance    | <ul style="list-style-type: none"> <li>Establishing strong sustainability practices and regularly disclosing performance</li> <li>Participating in third-party ESG performance ratings</li> <li>Incorporating ESG risks and opportunities into business decisions</li> </ul>   |               | ●       | ●           | ●        | ●            |                         |      | Q A  |
|  |   | Operating environment                       | Fleet renewal with modern, eco-efficient LNG carriers under long-term charters   |               |         | ●           |          | ●            |                         |      |      |
| <b>CUSTOMERS</b>                                   | <ul style="list-style-type: none"> <li>Increase confidence in MISC's capabilities in delivering quality and sustainable products and services</li> </ul>  | Crisis management and business continuity   | Engaging closely with customers to brief them on our business continuity plan to ensure minimal interruption to customer operations  | ●             | ●       | ●           | ●        |              |                         | M    |      |
|  |   | Values and governance                       | <ul style="list-style-type: none"> <li>Ensuring strong governance in project management</li> <li>Business ethics awareness and whistleblowing processes</li> </ul>   | ●             | ●       | ●           | ●        | ●            |                         | A    |      |
|  |   | Maritime specific experience                | Upskilling and reskilling competencies for our employees to provide niche expertise for maritime services  | ●             |         |             |          |              |                         |      | AR   |
|  |   | Supply chain management                     | Creating awareness and conducting ESG assurance within the supply chain  | ●             |         | ●           | ●        |              |                         |      | A    |
|  |   | Climate change                              | Fleet renewal to low-carbon fuelled and energy efficiency designed vessels   | ●             | ●       |             |          |              |                         |      | AR   |
|  |   | Health and Safety                           | Implementing high health and safety standards  | ●             | ●       | ●           |          |              |                         |      | AR M |



## OUR STAKEHOLDERS' UNIVERSE

### STAKEHOLDER ENGAGEMENT ACTIVITIES

In 2025, MISC carried out a diverse range of engagement activities to communicate key initiatives, build rapport, strengthen business relationships, gain valuable insights and remain abreast of emerging industry developments. These efforts have enabled the Group to stay ahead of the curve and consistently deliver value to its stakeholders.

The following section provides an overview of our significant engagement activities with key stakeholder groups.

#### Government and Regulators

##### Malaysia Maritime Week



Malaysia Maritime Week continues to serve as the nation's flagship maritime platform, bringing together industry, regulators and partners to advance Malaysia's maritime agenda. As Malaysia's largest shipowner, MISC Group was proud to stand alongside the Ministry of Transport Malaysia and the Malaysia Marine Department in supporting Malaysia Maritime Week 2025, reflecting our role in advancing the nation's maritime agenda.

Reflecting the International Maritime Organization's World Maritime Day theme, "Our Ocean, Our Obligation, Our Opportunity," the event reinforces a shared responsibility to care for our oceans while advancing a more sustainable approach to maritime growth. This aligns with MISC's commitment to responsible operations, where safety, environmental stewardship and long-term value creation remain central to how we deliver progress.

Malaysia's maritime ecosystem continues to be shaped by strong institutional leadership and regulatory stewardship, providing a stable foundation for industry growth. MISC Group remains committed to supporting this ecosystem as a trusted industry partner, contributing our capabilities and experience towards a resilient and future-ready maritime sector.

##### Global Maritime Forum

On 21 October 2025, MISC took part in the Global Maritime Forum in Antwerp, Belgium, a recognised platform bringing together leaders from across the global maritime sector to exchange perspectives on current challenges and emerging opportunities. During the session titled "Charting a Course Amid Complexity", MISC's PGCEO, En. Zahid Osman, spoke on the importance of resilience as a defining leadership quality in a period marked by continued disruption.

The discussion addressed shifting trade flows, policy uncertainty and energy transition pressures, highlighting both the risks and opportunities arising from an increasingly fragmented global landscape. En. Zahid reaffirmed MISC's commitment to its 2030 Ambition, anchored on building a Resilient Core, advancing Profitable New Energy and driving Decarbonisation. He also emphasised the importance of inclusive leadership and the need to improve conditions for maritime professionals, including through initiatives such as the All-Aboard Alliance.

MISC's participation reflected the Group's clear sense of direction and its continued focus on delivering meaningful progress towards a more sustainable maritime future, in line with its ambition of moving more energy with fewer emissions.

## OUR STAKEHOLDERS' UNIVERSE

#### Government and Regulators

##### Seafarers and Lighthouse Carnival 2025 - Shaping Malaysia's Maritime Talent for the Future

On 8 November 2025, MISC participated in the Seafarers and Lighthouse Carnival 2025. The occasion recognised the contributions of maritime professionals while reinforcing our commitment to developing future talent for the industry. It also highlights our continued focus on building a capable and inclusive maritime workforce through sustained efforts in talent development and diversity.

A key highlight was the recognition of Chief Engineer Nur Akmar Noor Muhammad as Seafarer of the Year by the Malaysia Marine Department. As Malaysia's first female Chief Engineer and Southeast Asia's first female Offshore Vessel Inspection Database Oil Companies International Marine Forum Inspector, her achievement signals the progress made in advancing gender diversity within the sector. It also reinforces MISC's continued commitment, since 2006, to supporting the development of women in maritime through structured pathways including ALAM and our education sponsorship programmes.

The event also saw Farhan Mohd Fauzi, an ALAM cadet, receiving the Best Overall Cadet award from Ikhtisas Kelautan Malaysia. These recognitions demonstrate the strength of Malaysia's maritime talent pipeline and reinforce MISC's role in supporting the development of future maritime professionals, contributing to a resilient and future-ready maritime ecosystem.

##### Corruption-Free Pledge Signing Ceremony

On 16 April 2025, MISC hosted its Integrity Day at Menara Dayabumi, conducted in a hybrid format with participation from over 800 attendees, both physically and virtually. The event commenced with a keynote address by the MISC's PGCEO, setting the tone for the day's proceedings. A key highlight was the Corruption-Free Pledge Signing Ceremony by members of the ELT, witnessed by the PETRONAS Chief Integrity Officer and representatives from the Malaysian Anti-Corruption Commission (MACC).

Subsequently, the year concluded with the MISC Board of Directors also formalised their commitment through a Corruption-Free Pledge signing ceremony, witnessed by the MISC Group PGCEO. Collectively, these initiatives underscore MISC's steadfast commitment to ethical leadership and integrity, reinforcing accountability and shared responsibility across all levels of the organisation, from the Board of Directors to the broader workforce.



## OUR STAKEHOLDERS' UNIVERSE

### Government and Regulators

#### Visit by IMO Secretary - General to Akademi Laut Malaysia

ALAM welcomed the visit of Mr. Arsenio Domínguez, Secretary-General of the IMO, during his official visit to Malaysia. The visit provided an opportunity to showcase Malaysia's commitment to maritime education and training excellence, as well as sustainability, in alignment with the IMO's global vision for a safe, low-emission and inclusive maritime industry.

During the visit, Mr. Domínguez was briefed on ALAM's training facilities, advanced simulator technologies and ongoing initiatives that support the IMO's decarbonisation agenda and the SDGs. The discussions also emphasised ALAM's contribution to preparing future seafarers and maritime professionals who uphold high standards of competence, integrity and environmental responsibility.

On the same day, Mr. Domínguez officiated the launch of ALAM's Maritime Experiential Learning Centre, a state-of-the-art simulator training hub aimed at advancing maritime education and shaping future-ready seafarers.



#### Visit by Deputy Minister of the Ministry of International Trade and Industry to Akademi Laut Malaysia

On 25 September 2025, ALAM was honoured to host YB Datuk Wira Lim Ban Hong, Deputy Minister of the Ministry of International Trade and Industry (MITI), together with YB Datuk Ngwe Hee Sem, Melaka State Executive Council (EXCO) Member for Health, Human Resources and Unity. The delegation also included representatives from Shandong Port Group Co., Ltd. and HaiZhiChen Industrial Equipment Co., Ltd.

The visit provided a strategic platform to explore collaborative opportunities in maritime education, green fuels research and development, investment prospects within the Straits of Melaka Waterfront Economic Zone (SMWEZ) and preparatory initiatives for the Melaka International Maritime Economy Conference (MIMEC), further strengthening ALAM's position as a key catalyst for maritime economic growth and innovation.

#### Visit to Puteri Delima Satu

On 16 April 2025, MISC hosted a delegation from the MMD Southern Region, together with a group of medical practitioners, on board *Puteri Delima Satu*. The visit formed part of the Medical Practitioner Familiarisation Course organised by MMD, which is designed to provide medical practitioners with practical exposure to the realities of life at sea. Under the Merchant Shipping (Medical Examination) Rules 1999, medical practitioners are required to complete this course before being authorised to issue medical fitness certificates for seafarers.

The programme extends beyond theoretical instruction, equipping participants with essential insights into the unique risks and operational demands faced by seafarers. Key areas covered include maritime and seafarer-related legislation, welfare and safety considerations, ship types and structures, emergency procedures and the latest directives issued by MMD. A vessel tour formed a core component of the course, allowing participants to observe first-hand the working and living conditions on board.

This hands-on experience supports more informed and holistic medical assessments, grounded in a clearer understanding of the physical and mental demands of seafaring. The engagement demonstrated the shared commitment of MISC and MMD to safeguarding seafarer health and safety, while supporting operational preparedness across the maritime sector.

## OUR STAKEHOLDERS' UNIVERSE

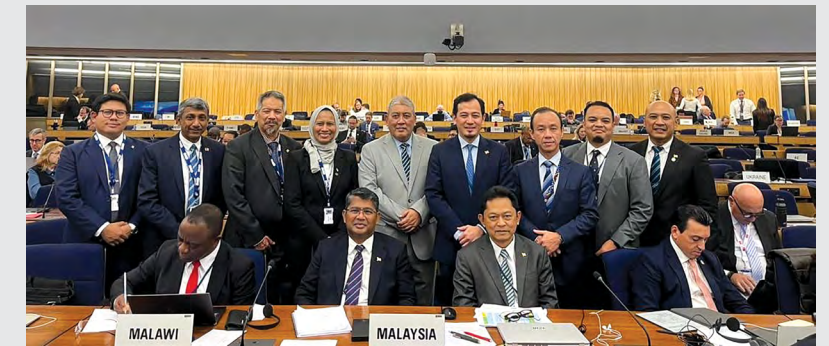
### Government and Regulators

#### International Maritime Organization – Marine Environment Protection Committee 83

In April 2025, MISC attended the 83<sup>rd</sup> session of the Marine Environment Protection Committee (MEPC 83) of the IMO in London. The session served as a key global platform for member states, industry stakeholders and maritime organisations to deliberate on the implementation of IMO's revised GHG strategy and the regulatory pathways supporting the decarbonisation of international shipping.

During the session, MISC participated in discussions on the enhancement of the Carbon Intensity Indicator (CII) framework, particularly the proposed tightening measures aimed at strengthening operational energy efficiency requirements for vessels. Engagements also covered the ongoing development of the Greenhouse Gas Fuel Intensity (GFI) framework, which seeks to establish standards for reducing the lifecycle emissions of marine fuels. In addition, deliberations addressed potential market-based mechanisms, including carbon pricing instruments and compliance credit systems, as part of broader efforts to accelerate industry-wide decarbonisation.

MISC representatives also took part in several technical sessions and working groups that explored key implementation aspects of the evolving regulatory



framework. These included discussions on lifecycle GHG emissions measurement using the Well-to-Wake approach, compliance pathways for the adoption of future and alternative marine fuels such as ammonia, methanol and biofuels, as well as the potential integration of Onboard Carbon Capture and Storage (OCCS) into future IMO guidelines.

Through its participation, MISC shared perspectives on operational energy efficiency practices and the Group's preparedness to adapt its fleet and operations in anticipation of forthcoming regulatory requirements. Engagement in MEPC 83 also enabled MISC to remain closely aligned with international regulatory developments and industry best practices supporting the transition toward lower-carbon shipping.

Following MEPC 83, MISC further participated in the 2<sup>nd</sup> Extraordinary Session of the MEPC on the IMO Net-Zero Framework, held in London in October 2025. The session focused on advancing policy and regulatory measures to support the implementation of the IMO's Net-Zero emissions ambition for international shipping.

#### Visit by Chief Minister of Melaka to Akademi Laut Malaysia

ALAM was honoured to receive an official first visit from the Chief Minister of Melaka, Datuk Seri Utama Ab Rauf, on 3 June 2025. Accompanied by the State Secretary and members of the Melaka State Government, the visit provided an opportunity for the delegation to gain firsthand insight into ALAM's training facilities, academic programmes and MISC's ongoing efforts to develop the next generation of maritime professionals.

The visit also provided an opportunity for ALAM and the State of Melaka to exchange perspectives and explore potential areas of collaboration, particularly in developing local talent and supporting the growth of the maritime sector within the state.

The Chief Minister was welcomed by Datuk Abu Huraira Abu Yazid, Chairman of MISC Berhad and Malaysian Maritime Academy Sdn. Bhd. (MMASB), together with En. Zahid Osman, PGCEO of MISC. Also present were representatives from ALAM, MISC, PETRONAS, various ministries and relevant stakeholders.



## OUR STAKEHOLDERS' UNIVERSE

### Government and Regulators

#### Visit by Sarawak Transport Minister

On 26 September 2025, ALAM welcomed the Sarawak Transport Minister, YB Datuk Seri Lee Kim Shin, in a visit that underscored the institution's commitment to nurturing maritime talent nationwide. The Minister engaged directly with Sarawakian students currently pursuing their studies at ALAM, highlighting the importance of expanding access to maritime education and supporting the aspirations of young talents from the state.

The visit also paved the way for future collaborations in curriculum development, certification programmes, scholarship opportunities and industrial training placements, further strengthening efforts to develop a skilled and future-ready maritime workforce.

#### Visit by the Malaysia Marine Department to FSO *Benchamas 2*

On 12 November 2025, a visit to floating storage and offloading (FSO) *Benchamas 2* was conducted at Malaysia Marine and Heavy Engineering (MMHE). Organised by the Kelab Sukan dan Kebajikan MMD Southern Region in collaboration with Kumpulan Wang Pusat Perdagangan Laut (KWPPPL), the visit provided medical practitioners with a comprehensive familiarisation of offshore medical facilities and operations.

The programme aimed to enhance participants' understanding of the medical environment on an FSO unit, offering practical insights into offshore healthcare provision, emergency preparedness and the operational considerations critical to seafarer safety and well-being.

#### Maritime Anti-Corruption Network Members Meetings



MISC participated in the Maritime Anti-Corruption Network (MACN) Members Meetings held in Denmark from 9–10 April 2025 and in Singapore from 22–23 October 2025. MISC Group was represented by delegates from MISC Berhad, Marine Services and AET.

The meetings convened maritime professionals from across the industry to discuss topics including ethical leadership, supply chain transparency and anti-corruption initiatives. Key sessions also addressed global developments in anti-corruption and sanctions regulations, the expansion of the Say No Campaign, support for vessels through the MACN HelpDesk and the use of data analytics to strengthen compliance programmes. Country-focused workshops provided updates on anti-corruption developments in India, Bangladesh, Pakistan, Malaysia and Indonesia, highlighting the importance of continued cross-industry collaboration to uphold integrity within the maritime sector.

Participation in these meetings enabled MISC Group to gain insights from industry peers on practical compliance measures and best practices that can be adopted internally. The sessions also provided valuable updates on emerging regulatory developments and critical legal frameworks relevant to the maritime industry.

## OUR STAKEHOLDERS' UNIVERSE

### Government and Regulators

#### ALAM 124<sup>th</sup> Convocation Officiated by Minister of Transport, Malaysia



ALAM celebrated its 124<sup>th</sup> Convocation on 4 October 2025, honouring a new cohort of seafarers prepared to embark on careers in the global maritime industry. The ceremony, held at ALAM's campus in Melaka, was graced by the Minister of Transport, YB Tuan Loke Siew Fook, who officiated the event.

The Minister commended ALAM for its long-standing dedication to elevating the maritime sector and maintaining high industry standards, which have solidified its strong reputation. He also highlighted the growing participation of women in maritime studies, a positive trend demonstrating increased gender diversity and greater confidence in the accessibility of maritime careers.

On the other hand, MISC announced a landmark RM40 million commitments to support 153 aspiring maritime professionals through its MISC Cadet Sponsorship programme at ALAM. MISC's PGCEO, En. Zahid Osman has confirmed that the initiative will span three and a half years which cover tuition, training, living expenses for students pursuing diplomas in Nautical Studies, Marine Engineering and Marine Electro-Technology.

#### Royal Malaysian Army Eid Celebration

Strengthening relationships remains central to MISC Group's approach in advancing collaboration across Malaysia's maritime ecosystem. The Malaysian Armed Forces remain a key stakeholder to MISC Group, and we engage with intent to nurture a strong and enduring partnership. As part of this effort, the Chairman of MISC attended an Eid celebration hosted by the Royal Malaysian Army (RMA) on 24 July 2025, providing a valuable platform to deepen engagement and sustain dialogue on areas of shared interest.

Such engagements reinforce trust and strengthen the foundations for closer cooperation in maritime safety and security coordination, particularly in higher-risk and regional operating environments. Through sustained engagement, MISC Group continues to contribute to stronger public and private sector partnerships, supporting the development of shared approaches and practices that enhance resilience across Malaysia's maritime sector.



## OUR STAKEHOLDERS' UNIVERSE

### Shareholders/Investors/Financial Institutions

#### Engagement with Institutional Investors Council Malaysia



On 30 June 2025, MISC hosted the Institutional Investors Council Malaysia (IIC) at its headquarters, Menara Dayabumi, for an engagement session focused on strategic dialogue and long-term value creation.

The session was led by the PGCEO, En. Zahid Osman, together with members of the ELT and representatives from Group Strategy & Sustainability, Group Health, Safety, Security and Environment (GHSSE) and New Energy & Decarbonisation. The engagement provided an overview of MISC's strategic direction, business priorities and sustainability agenda.

The IIC delegation comprised representatives from major institutional investors, including the Employees Provident Fund (EPF), Permodalan Nasional Berhad (PNB) and Kumpulan Wang Persaraan (Diperbadankan) (KWAP). Also in attendance were Pn. Rejina Rahim, Adviser and Council Board Member and En. Ahmad Farouk Mohamed, Council Member and Chief Investment Officer of Lembaga Tabung Angkatan Tentera (LTAT). The discussion featured constructive and insightful exchanges, reflecting strong investor interest in MISC's strategic priorities and long-term growth trajectory.

#### MISC Up Close: Strategic Outlook & Engagement 2025

On 9 July 2025, MISC hosted its inaugural MISC Up Close: Strategic Outlook & Engagement 2025, a landmark event aimed at strengthening relationships with the financial and investment community and reinforcing confidence in the Group's long-term strategy. The event convened representatives from local and foreign banks, asset management firms and institutional investors such as PNB, EPF and KWAP.

The programme commenced with opening remarks by our PGCEO, followed by expert-led discussions on global trade, energy shipping and offshore market trends. Our leadership team subsequently shared MISC's strategic roadmap for sustainable growth, anchored on the Enterprise Strategy pillars of Resilient Core, Profitable New Energy Business and Decarbonisation, underpinned by strong financial fundamentals.

The session concluded with an open dialogue session, providing a platform for transparent and constructive engagement and enabling stakeholders to gain deeper insights into MISC's forward-looking strategy. This initiative underscores MISC's commitment to collaborative stakeholder engagement and to operating with Accountability, Transparency and Efficiency.



## OUR STAKEHOLDERS' UNIVERSE

### Shareholders/Investors/Financial Institutions

#### CIMB Invest KL in London

Organised by Bursa Malaysia in collaboration with CIMB Group Holdings Berhad and HSBC Malaysia, the conference brought together foreign institutional stakeholders to explore Malaysia's economic opportunities and strategic partnerships.

MISC was represented by the Chief Strategy & Sustainability Officer, En. Raja Azlan Shah Raja Azwa; Head of Strategy & Investor Relations, Executive Assistant, PGCEO's Office, and AET Global Director, Business Development & Technology.

The conference was officiated by the Prime Minister of Malaysia, YAB Dato' Seri Anwar Ibrahim, who delivered the keynote address highlighting the strategic significance of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP). As the first free trade agreement between the United Kingdom and Malaysia, the CPTPP marks a significant milestone in strengthening bilateral trade ties, enhancing the UK's access to Southeast Asian markets and reinforcing Malaysia's position as a key gateway to ASEAN.

As part of the conference programme, MISC also participated in one-on-one meetings with foreign asset management firms, providing a platform to engage with potential investors analysts and to share deeper insights into the Group's strategic direction and long-term value creation journey.

#### Analysts Site Visits to FSU Puteri Delima Satu

On 26 February 2025, MISC and Malaysia Marine and Heavy Engineering Holdings Berhad (MHB) hosted institutional shareholders and analysts for an exclusive site visit to MMHE West Yard. The visit provided participants with insights into how the Group's initiatives align with the MISC 2030 Ambition, which focuses on asset optimisation, decarbonisation and long-term value creation.

The session was attended by key management representatives from MISC and MHB, including the MISC Chief Strategy & Sustainability Officer, En. Raja Azlan Shah Raja Azwa; Head of Strategy & Investor Relations, MHB Chief Operating Officer, MHB Chief Financial Officer, MHB Chief Strategy & Sustainability Officer, and MHB Chief Business Officer, Marine & Asset Integrity Solutions.

A key highlight of the visit was an exclusive tour of the FSU Puteri Delima Satu conversion project, which demonstrated the Group's commitment to delivering progress by extending asset lifecycles, advancing decarbonisation through reduced heavy fuel oil consumption and leveraging shore power to enhance operational efficiency.



## OUR STAKEHOLDERS' UNIVERSE

### Shareholders/Investors/Financial Institutions

#### Engagement with Employees Provident Fund on Net-Zero Alignment

On 13 October 2025, MISC held an engagement session with the EPF focused on net-zero alignment. During the session, MISC shared its sustainability journey, highlighting the Group's progress towards its net-zero ambition, including its decarbonisation transition plan from low-carbon operations to net zero by 2050.

EPF also outlined its sustainability commitments, including its approach to integrating ESG considerations into investment decision-making, stewardship activities and long-term portfolio resilience.

In addition, EPF shared its expectations of investee companies, emphasising the importance of credible transition plans, as well as transparent and decision-useful disclosures to support alignment with long-term net-zero objectives. The engagement enhanced mutual understanding and reaffirmed the value of ongoing dialogue in driving sustainable value creation.

#### CGS International Corporate Day 2025

On 8 January 2025, MISC Group's Investor Relations and Sustainability teams, together with the Chief Strategy & Sustainability Officer, En. Raja Azlan Shah Raja Azwa and the Chief Financial Officer, En. Afendy Mohamed Ali, engaged with more than 30 representatives from financial institutions and asset management firms at the CGS International 17<sup>th</sup> Annual Malaysia Corporate Day 2025.

The engagement provided an open platform to share MISC's long-term value creation strategy, strategic priorities, key collaborations, as well as notable awards and achievements. The discussions facilitated a constructive exchange of perspectives with the investment community, deepening mutual understanding and reinforcing confidence in the Group's strategic direction. The session also contributed to strengthening investor relationships while providing greater clarity on MISC's strategic priorities.

#### Engagement with Kumpulan Wang Persaraan on ESG

On 26 November 2025, MISC Group's Investor Relations and Sustainability teams hosted an engagement session with KWAP, focused on ESG initiatives. During the session, MISC presented its sustainability governance framework and ESG commitments, outlining how sustainability oversight is embedded at the Board level and integrated into strategic decision-making and risk management processes.

MISC also shared its decarbonisation transition plan, detailing a phased approach from near-term low-carbon initiatives to its long-term ambition of achieving net-zero emissions by 2050. The discussion covered key focus areas, including fleet renewal and newbuild programmes, GHG removal solutions, technical and operational efficiency and the adoption of renewable energy.

The engagement provided KWAP with a clearer and more comprehensive understanding of MISC's sustainability strategy, transition roadmap and the initiatives underway to support long-term value creation in a decarbonising maritime landscape.

## OUR STAKEHOLDERS' UNIVERSE

### Customers

#### MISC Strengthens Partnerships at the Seventh Group Appreciation Reception in Tokyo



MISC hosted the seventh MISC Group Appreciation Reception on 26 September 2025 at Ho-ou, Hotel New Otani, Tokyo, welcoming nearly 200 distinguished stakeholders from Japan's maritime and energy industries.

Since its inception in 2017, the MISC Group Appreciation Reception has become a longstanding platform for engagement, reflecting the trust, collaboration and shared ambition between MISC and its partners. The 2025 reception in Tokyo reaffirmed more than four decades of strong and enduring partnership between MISC and Japan.

In his address, En. Zahid Osman, PGCEO of MISC, reflected on the Group's longstanding relationship with Japan, including the delivery of more than 4,700 LNG cargoes, totalling nearly 500 million tonnes, to the country. He also highlighted key milestones achieved during the year, including the 400<sup>th</sup> LNG cargo delivery to the Shimizu Terminal, the completion of *FSU Puteri Delima Satu* and the successful delivery of four LNG carriers under the Qatar Energy programme.

Looking ahead, En. Zahid underscored the opportunities arising from the global energy transition. He outlined MISC's strategic focus on expanding its LNG, ethane and floating production, storage and offloading (FPSO) portfolios, advancing carbon capture and storage initiatives with partners such as MOL and PETRONAS through the Jules Nautica joint venture and investing in new technologies to deliver energy solutions with lower emissions. He also reaffirmed the importance of the Group's Care & Comply principles as the foundation for safety, sustainability and long-term partnership.

With global energy demand projected to increase by 18% by 2050 and natural gas demand by 32%, LNG is expected to continue playing a critical role as a transition fuel. These trends underscore the importance of strong, reliable partnerships with Japan in supporting the delivery of secure and sustainable energy solutions.

#### The Road to Belém: Accelerating Climate Action in Sarawak

From 7 to 8 October 2025, MHB participated as a delegate and invited speaker at the workshop titled "Advancing Low-Carbon Fuels Development in Sarawak: Leveraging Malaysia's Value Chain and Global Collaboration." During the session, MHB highlighted how its capabilities, together with Malaysia's integrated value chain, can accelerate and advance low-carbon development in Sarawak.

The workshop facilitated cross-sector collaboration in support of Sarawak's decarbonisation and climate objectives. Through its participation, MHB showcased its low-carbon solutions, strategic partnerships with leading international technology providers and strengthened engagement with domestic and regional stakeholders committed to advancing climate action.

#### World Hydrogen Summit

From 20 to 22 May 2025, MHB participated as an exhibitor in collaboration with FuelCell Energy (FCE) to showcase the SOEC e-Methanol modularisation initiative, positioning MHB within the global hydrogen value chain. The participation enabled MHB to explore collaboration opportunities with technology partners and investors across the green hydrogen and e-methanol ecosystem, while enhancing its visibility among global hydrogen stakeholders. The engagement also facilitated strategic dialogues with international technology licensors, EPC contractors, developers and off-takers, in line with the Company's aspiration to expand its green energy footprint.

## OUR STAKEHOLDERS' UNIVERSE

### Employees

#### Inaugural MISC Wellness Day 2025



MISC held its inaugural MISC Wellness Day 2025 as an employee-focused initiative centred on health awareness and holistic well-being across the organisation. The event featured a range of health-related activities delivered through the Health Passport Programme, encouraging employees to take a more considered and proactive approach to managing their health.

Approximately 165 employees participated in the basic health screening activities.

A key highlight of the event was a panel discussion featuring Tan Sri Dato' Seri Dr. Noor Hisham Abdullah, former Director-General of Ministry of Health Malaysia. He shared insights drawn from his personal experiences, emphasising the importance of mental well-being, resilience and personal accountability in maintaining overall health. His message reinforced the importance of awareness and proactive action as the foundation of sustained well-being.

 Read more in the Strengthening Safety Culture section.

## OUR STAKEHOLDERS' UNIVERSE

### Employees

#### Chart Her Course - Advancing Diversity and Inclusion in Maritime



The maritime industry remains one of the most male-dominated sectors globally. In recognition of this, the International Maritime Organization established the International Day for Women in Maritime in 2022, supporting the United Nations Sustainable Development Goal 5 on gender equality.

In 2025, MISC Group advanced its efforts through Chart Her Course, a targeted outreach initiative to broaden interest in maritime careers beyond traditional audiences. Recognising that career aspirations are often shaped early, the initiative focused on engaging younger audiences in a more meaningful and lasting way.

Held from 16 to 18 May at Muzium Telekom, Kuala Lumpur, the programme featured the journeys of women in maritime, all of whom were graduates of ALAM. Through immersive technology, their stories were brought to life to inform, engage and inspire.

The experiential event was open to students, parents and educators, the initiative supports MISC's commitment to building a more inclusive talent pipeline and strengthening Malaysia's maritime workforce.



## OUR STAKEHOLDERS' UNIVERSE

### Business Partners/Suppliers and Vendors

#### MISC Group Stakeholder Reception & Dinner 2025



MISC Group hosted its Stakeholder Reception & Dinner 2025 in London, bringing together partners, customers and stakeholders from the United Kingdom, Europe and other regions. The reception provided an opportunity for continued dialogue and engagement on shared priorities, including long-term partnership, business collaboration and sustainability considerations across the maritime and energy value chain.

The event was hosted by Datuk Abu Huraira Abu Yazid, Chairman of MISC and AET; Zahid Osman, PGCEO of MISC; together with Nick Potter, President & Chief Executive Officer of AET and members of the AET Board of Directors. The reception was attended by His Excellency Dato' Zakri Jaafar, High Commissioner of Malaysia to the United Kingdom of Great Britain and Northern Ireland, as well as colleagues from across the MISC and AET Groups.

The evening provided a setting that reflected the strong trust, collaboration and shared values underpinning MISC's global partnerships. It reinforced the importance of cultivating long-term relationships founded on mutual respect, aligned innovation objectives and a shared commitment to advancing a more sustainable future for the maritime and energy industries.

#### Visit to Universiti Malaysia Terengganu

On 11 September 2025, members of MISC's ELT visited Universiti Malaysia Terengganu (UMT) to commemorate five years of collaboration in sea turtle conservation. The visit was led by the PGCEO, En. Zahid Osman, together with senior leaders from Marine Services, Gas Assets & Solutions (GAS) and Human Resource, was hosted by UMT's Vice Chancellor and management team. The engagement marked an important milestone in celebrating the partnership's achievements since its inception in 2020.

The collaboration has delivered measurable conservation and community outcomes through facility upgrades, volunteer engagement and outreach programmes.

 [Read more in the Partnering with the Community section.](#)

## OUR STAKEHOLDERS' UNIVERSE

### Business Partners/Suppliers and Vendors

#### Oceans of Pride, Waves of Legacy: The Musical Experience



On 1 October 2025, MISC Group brought together stakeholders at Dewan Filharmonik PETRONAS for Oceans of Pride, Waves of Legacy: The Musical Experience, a commemorative event marking 57 years of our journey and contributions to the maritime and energy sectors. The performance served as a platform to share our legacy, values and aspirations with partners, reflecting the relationships that have shaped MISC Group's growth over the decades.

Delivered in collaboration with Malaysia's musicians through Dewan Filharmonik PETRONAS, the production combined music, movement and visual storytelling to commemorate MISC's development since 1968. It highlighted not only our role in advancing the maritime industry, but also our broader contribution to nation building through talent development and support for Malaysia's cultural institutions.

Oceans of Pride, Waves of Legacy: The Musical Experience was attended by various stakeholders from across the MISC Group which included our strategic partners, reflecting the strength of our ecosystem and the shared commitment to Malaysia's continued progress.

## OUR STAKEHOLDERS' UNIVERSE

### Business Partners/Suppliers and Vendors

#### Care & Comply Partners' Summit 2025

The Care & Comply Partners' Summit 2025 was held on 9 September 2025 at the Grand Hyatt Kuala Lumpur, bringing together more than 500 partners, regulators, vendors and representatives from MISC and PETRONAS to strengthen collaboration on health, safety, security, environment and sustainability matters. Held under the theme "Leading With Heart, Delivering With Discipline", the summit opened with a sharing on crisis and disaster management, followed by a keynote address by MISC's PGCEO and an overview by the Head of Group HSSE.

The sessions conveyed a clear expectation that care and compliance remain essential to safe and sustainable operations. Key discussions included a Human Performance Improvement (HPI) session by Wes Havard, which examined how behaviour and decision-making influence safety outcomes and a decarbonisation session by DNV's Tore Longva, focusing on greenhouse gas trends and pathways towards a lower-carbon economy.

Panel forums explored how digitalisation, shifts in mindset and closer collaboration can support HSSE performance beyond baseline requirements, with particular attention given to supporting small and medium enterprises and strengthening supply chain resilience.

Notable moments during the summit included the "I Care" Safety Pledge Ceremony, where MISC's Executive Leadership reaffirmed their commitment to personal responsibility for safety, as well as the HSSE & Sustainability Excellence Awards, which acknowledged 16 partners for leadership in safety, environmental protection and sustainable practices. A new Safe Manhours category was also introduced for shipyards.

The summit also marked the signing of memoranda of understanding with Reef Check Malaysia and MareCet under the Heart of the Ocean Phase II programme, demonstrating continued focus on marine biodiversity conservation. In closing, the Head of Group HSSE emphasised the importance of individual accountability, empathy and discipline in advancing safer and more sustainable operations.



### Community

For more details, please refer to the Partnering with the Community section.

## OUR STAKEHOLDERS' UNIVERSE



## OUR STAKEHOLDERS' UNIVERSE

### LIST OF ASSOCIATIONS AND PRINCIPLES

Our commitment to shaping and advancing the global shipping sector goes beyond compliance, it is about driving meaningful change. We recognise that the transition to a greener, more sustainable world cannot be achieved in isolation. With that, we actively engage with climate-focused industry associations and global initiatives that champion decarbonisation and environmental stewardship.

Through these engagements, we contribute to the exchange of knowledge, the sharing of practical experience and the advancement of industry-wide approaches that support safer and more sustainable operations. Participation in policy discussions and alignment with evolving regulatory expectations allow us to remain connected with international sustainability objectives while supporting national priorities.

By being part of these associations, we not only strengthen the local and international shipping ecosystem but also amplify our voice in critical conversations on climate action, energy transition and responsible growth. Together, we are working towards a future where shipping is safer, sustainable and more resilient.

The following section highlights our memberships in key industry associations and our engagement in public policy matters that influence the maritime sector globally.

#### Climate-Related Trade Associations and Principles/Charter

| Principles or charters                   | Description of the principles/charter  | Our Position   |
|--|--|--|
| <b>Getting to Zero Coalition</b>         | Getting to Zero Coalition is a partnership between the Global Maritime Forum (GMF), Friends of Ocean Action and the World Economic Forum. The coalition is a powerful global alliance of more than 70 public and private organisations committed to developing zero-emission vessels by 2030 and furthering international shipping's decarbonisation in line with the IMO's aspirations. | We collaborate with critical maritime strategic partners on a joint development project for an ammonia-fueled tanker that supports the shipping industry's drive for a decarbonised future. The joint development enables industry players with similar mindsets to pursue decarbonisation and reduce the effects of climate change. |
| <b>Call to Action</b>                    | The Call to Action was developed by a multi-stakeholder task force convened by the Getting to Zero Coalition, comprising members from the entire maritime ecosystem, including shipping, chartering, finance, ports and fuel production.   | We are a signatory to the Call to Action for Shipping Decarbonisation.   |
| <b>Carbon Disclosure Project (CDP)</b>   | CDP is a not-for-profit organisation that administers the global disclosure system used by investors, businesses, cities, states and regions to manage their environmental impacts.  | We disclose our carbon management strategies, policies and procedures to CDP annually.   |
| <b>Climate Governance Malaysia (CGM)</b> | CGM is Malaysia's chapter of the World Economic Forum's Climate Governance Initiative that supports the awareness-raising, best-practice sharing and implementation of good climate governance within corporate boards. MISC is a corporate friend of CGM.   | As a Corporate Friend of CGM, MISC demonstrates its commitment to sustainability and climate governance through various initiatives and practices.   |

## OUR STAKEHOLDERS' UNIVERSE

### ESG-related Trade Associations and Principles/Charter

Alongside our engagement with climate-related industry associations, MISC also supports a number of economic, environmental and social charters and principles that inform responsible business conduct. These commitments guide how we approach sustainability, providing clear reference points for ethical decision-making, environmental responsibility and inclusive growth.

| Principles or charters   | Description of the principles/charter and Our Position   |
|--|--|
| <b>United Nations Global Compact (UNGC) Network Malaysia &amp; Brunei and UNGC Network Singapore</b>                                     | The UNGC Network Malaysia & Brunei and UNGC Network Singapore are an extension of the UNGC which are dedicated to assisting Malaysian, Bruneian and Singaporean companies to embrace sustainable business practices. MISC and AET are UNGC Network Malaysia & Brunei and UNGC Network Singapore members, respectively. As proud members, we have committed to aligning our strategies and operations with the UNGC's Ten Principles, which cover human rights, labour, environment and anti-corruption. In addition, we pledge to communicate our progress annually through the UNGC's Communication on Progress (CoP) framework, ensuring transparency and accountability as we advance on our sustainability journey.  |
| <b>The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009 (The Hong Kong Convention)</b> | An international multilateral convention treaty aimed at ensuring safe and environmentally friendly recycling of ships. It establishes standards for ship recycling, focusing on the safety of workers and the environmentally sound management of hazardous materials during the process.   |
| <b>Neptune Principles (an extension of the Neptune Declaration on Seafarer Wellbeing and Crew Change)</b>                                | <p>The Neptune Principles aim to improve working conditions for seafarers by increasing transparency around mental health, connectivity, shore leave and work/rest hours. Neptune Principles provides a framework for establishing a clear set of standardised indicators for assessing seafarers' mental health and well-being, driving industry transparency and encouraging mutual accountability.</p> <p>Along with over 850 companies and organisations from the maritime value chain, we joined a worldwide call to action to end the crew change crisis, which caused seafarer fatigue and affected their physical and mental well-being.</p> <p>We are a signatory to the original Neptune Declaration on Seafarer Wellbeing and Crew Change, which defines four main actions to facilitate crew changes and keep global supply chains functioning:</p> <ol style="list-style-type: none"> <li><b>1 Recognise seafarers as critical workers and prioritise COVID-19 vaccines for them.</b></li> <li><b>2 Establish and implement gold-standard health protocols based on existing best practices.</b></li> <li><b>3 Increase collaboration between ship operators and charterers to facilitate crew changes.</b></li> <li><b>4 Ensure air connectivity between key maritime hubs for seafarers.</b></li> </ol> |

## OUR STAKEHOLDERS' UNIVERSE

### Other Trade Associations and Memberships

Beyond ESG-related initiatives, we are also proud members of several key industry associations that uphold the highest standards of maritime operations. Through these memberships, we participate in knowledge exchange, policy development and collaborative projects that strengthen both local and international shipping ecosystems. This engagement enables us to stay ahead of emerging trends, influence industry dialogue and foster meaningful relationships with stakeholders across the value chain.

| Membership   | Our Position   |
|--|--|
| <b>All Aboard Alliance</b>   | The All Aboard Alliance sets out to significantly improve diversity, equity and inclusion in the maritime industry. The Global Maritime Forum brings together senior leaders from across the Alliance to drive progress and facilitate collaboration among member companies. AET joined the All Aboard Alliance in December 2024 to identify and address industry-wide diversity challenges, develop impactful strategies and advocate for transformation across the maritime value chain.   |
| <b>American Bureau of Shipping (ABS)</b>                                   | ABS is a classification society and non-governmental organisation that establishes and maintains technical standards for the construction and operation of ships and offshore structures. MISC is a member of its advisory council and serves several of its committees.   |
| <b>Chamber of Shipping of America (CSA)</b>                                | CSA represents United States (US) - based companies that own, operate or charter oceangoing vessels engaged in both domestic and international trades and companies that maintain a commercial interest in the operation of such oceangoing vessels. As a member of CSA, AET gains access to critical information and leaders such as Washington DC regulators, policy makers, legislators, US Customs and Border Protection and the US Coast Guard to capitalise on opportunities and make informed decisions. We also get to interact with senior members of our customer base who are members of CSA and participate in the CSA Members Awards Programme, which includes the Jones F. Devlin Safety Award and the Environmental Achievement Award.  |
| <b>Global Maritime Forum (GMF)</b>   | GMF is an international not-for-profit organisation committed to shaping the future of global seaborne trade to increase sustainable long-term economic development and human well-being. We are a strategic partner and founding member of GMF with a seat on its Advisory Council. We play an active role in shaping the future of maritime trade by collaborating on improving the environment by reducing GHGs.  |
| <b>Industry Taskforce on Offshore Lightering (ITOL)</b>                    | ITOL was formed to provide a proactive forum for identifying, assessing, planning, communicating and implementing operational and environmental measures, to promote safe and secure ship-to-ship (STS) transfer operations in the Gulf of Mexico. As a co-chair of ITOL, AET provides inputs on policy and procedures regarding STS operations and work closely with the US Coast Guard, Oil Companies International Marine Forum, ship owners, service providers and others to promote self-policing and continuous improvement.   |
| <b>International Association of Independent Tanker Owners (INTERTANKO)</b> | INTERTANKO promotes the interests of independent tanker owners in international forums and organisations. The VP of Marine Services is the Chairman of INTERTANKO Asian Regional Panel.<br><br>In addition, MISC has representatives sitting and actively involved in the Council, Insurance and Legal Committee, Human Element in Shipping Committee (HEISC) and Environmental Committee. In HEISC, we advocate for industry interests by emphasising the crucial role of the human element in adopting best practices for the safe operation of tankers and our focus on ensuring strict compliance with operational and environmental regulations and practices. We play an active role in INTERTANKO through collaborations with peers, constructively listening to feedback from industry partners and resolving members' concerns. |
| <b>Lloyd's Register</b>  | We are part of the South-East Asian Technical Committee (SEATEC). This committee provides Marine Services with the opportunity to share our operational experience with our new LNG dual-fuel Aframax tankers, bunkering experience and boil-off gas (BoG) management to improve sustainability. This enables us to showcase our capabilities with other LR Technical Committee members in interactive sessions.   |
| <b>Malaysian Gas Association (MGA)</b>                                     | MGA is the nation's lead advocate for the natural gas industry which promotes a vibrant and sustainable Malaysian gas industry. The VP of Gas Assets & Solutions is a Council Member and is part of the Regulatory and Government Affairs working committee within MGA.<br><br>This membership has broadened our business base and international ventures by participating in International Gas Union (IGU) events and offering the expertise of our collaborative projects.   |

## OUR STAKEHOLDERS' UNIVERSE

| Membership   | Our Position  |
|--|---|
| <b>Malaysia Shipowners' Association (MASA)</b>                             | MASA is a national industry organisation that represents shipowners and advocates industry's interests to the government. MISC Group, represented on MASA's Executive Committee, plays an active role in shaping the industry's development by addressing critical issues and offering valuable input for its advancement.<br><br>Mohd Nasiruddin Abdul Razak, from Marine Services, has been elected as the Honourary Treasurer of the MASA Executive Committee for the term 2025–2027.  |
| <b>Malaysia Women in Energy (MyWiE)</b>                                    | MyWiE is an advocacy group that champions equal opportunity for women in the energy sector by bringing industry leaders together to encourage equal opportunity and diversity at all levels and categories. MISC's PGCEO is the Chairman of the Advisory Panel.   |
| <b>Maritime Anti-Corruption Network (MACN)</b>                             | MACN is a global business network that envisages a corruption-free maritime industry that provides fair trade for the benefit of society. As a member of MACN, MISC is working towards the elimination of all forms of maritime corruption by raising awareness of the challenges faced, implementing the MACN Anti-Corruption Principles, co-developing and sharing best practices and collaborating with stakeholders. We align our contribution to MACN with the SDGs, particularly SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnership for Goals).  |
| <b>Maritime Institute of Malaysia (MIMA)</b>                               | MIMA is a policy research institute set up by the Malaysian Government to look into matters relating to Malaysia's interest at sea and serves as a national focal point for research in the maritime sector. As a member of MIMA, Marine Services benefits through policy papers, publications (in print and online), advisory, consultancy, workshops/training courses and events such as talks, forums, seminars and conferences, all related to maritime issues.   |
| <b>Oil Companies International Marine Forum (OCIMF)</b>                    | OCIMF is widely recognised as the voice of the oil industry. It provides expertise in the safe and environmentally responsible transport and handling of hydrocarbons in ships and terminals and sets standards for continuous improvement. Marine Services is officially a member of OCIMF, which qualifies us as the official marine assurance and compliance representative for PETRONAS Group of Companies.   |
| <b>Singapore Shipping Association (SSA)</b>                                | SSA is a national trade association formed to serve and promote the interests of its members and to enhance the competitiveness of Singapore as an International Maritime Centre. As a member of SSA, AET gets to be a part of a collective voice representing the interests of the Singapore shipping industry at the local, regional and international levels, participate in forums, feedback and dialogue sessions that engage key regulatory agencies and international maritime organisations, drive key initiatives of interest to the Singapore shipping industry and have an impact on the development of regulatory and operational issues. |
| <b>Society of International Gas Tanker and Terminal Operators (SIGTTO)</b> | MISC is a member of SIGTTO and MISC's VP of Gas Assets & Solutions sits on the SIGTTO Board. The society provides a platform for the exchange of technical information and experience between industry members. Through SIGTTO's affiliation at IMO, we can influence to address common problems and derive agreed-upon criteria for best practices and accepted industry standards affecting the safety of gas tankers.  |
| <b>The London P&amp;I Club</b>   | The London P&I Club supports coordination and collective engagement across the protection and indemnity industry on behalf of the global ship-owning community. As committee members, we contribute to and benefit from the exchange of knowledge and expertise in the insurance and reinsurance of shipowners' liabilities.  |

We contributed **RM22 million** to our trade associations and membership in 2025.

## OUR STAKEHOLDERS' UNIVERSE

### MISC Berhad Membership Signing Ceremony with the United Nations Global Compact Network Malaysia & Brunei



MISC formalised its commitment to the United Nations Global Compact (UNGC) through a signing ceremony. The membership certificate was signed by the President & Group Chief Executive Officer, Zahid Osman and witnessed by Faroze Nadar, Executive Director of the UNGC Network Malaysia & Brunei, alongside En. Raja Azlan Shah Raja Azwa, Chief Strategy & Sustainability Officer and Ms. Nabilah Doyle of the UNGC. Members of the MISC ELT were also in attendance.

Through this global initiative, MISC will further strengthen its efforts to shape the sustainability agenda with enhanced accountability, efficiency and transparency. Participation in the UNGC enables continuous learning, peer engagement and collaborative innovation, supporting the Company's commitment to driving meaningful and measurable impact. The platform also provides opportunities to enhance organisational capabilities, ensuring MISC remains at the forefront of sustainability leadership.

This commitment aligns with the ten principles of the UNGC, which focus on Human Rights, Labour, Environment and Anti-Corruption. By embedding these principles across its operations and value chain, MISC continues to contribute to the advancement of a more responsible and sustainable maritime industry.

## OUR STAKEHOLDERS' UNIVERSE

### Other Associations and Memberships

Apart from the trade associations listed, MISC Group is also involved in the following organisations:

- Association of Marine Industries of Malaysia (AMIM)
- Baltic and International Maritime Council (BIMCO)
- Construction Industry Development Board (CIDB)
- Global Maritime Education & Training (GlobalMET)
- Green Marine
- Houston International Seafarers Center
- Human Resource Development Corporation (HRDC)
- Ikhtisas Kelautan Malaysia (IKMAL)
- Institute of Marine Engineering, Science and Technology (IMarEST)
- International Marine Contractors Association (IMCA)
- International Tanker Owners Pollution Federation (ITOPF)
- Lone Star Harbour Safety Committee
- Malaysia Association of Private College & Universities (MAPCU)
- Malaysia Anti-Corruption Academy (MACA)
- Malaysia Auxiliary Police Association (MAPA)
- Malaysia Board of Technologists (MBOT)
- Malaysia Offshore Contractors Association (MOCA)
- Malaysia Oil & Gas Services Council (MOGSC)
- Marine Preservation Association
- National Association of Private Educational Institutions (NAPEI)
- National Institute for Occupational Safety and Health (NIOSH)
- National Navigation Safety Advisory Committee
- North American Marine Environment Protection Association
- Offshore Marine Service Association
- Pasir Gudang Emergency Mutual Aid (PAGEMA)
- San Jacinto College Maritime Advisory Committee
- Singapore Business Federation (SBF)
- Singapore National Employers Federation (SNEF)
- Society for Gas as a Marine Fuel (SGMF)
- Society of Maritime Arbitrators
- Southeast Texas Waterway Advisory Council
- South Texas Waterways Advisory Committee
- Texas A&M University Marine Engineering Technology Industry Advisory Board
- Welding Institute of Malaysia (WIM)
- West Gulf Maritime Association
- Women's International Shipping & Trading Association (WISTA)

### List of ESG Disclosures

#### Achievements in 2025

|  |  |   |  |  |
|--|--|---|--|--|
|  <p>Included in the S&amp;P Global Sustainability Yearbook 2026</p> |  <p>4 stars</p> |  <p>BB</p> |  <p>C</p> |  <p>Medium Risk</p> |
|--|--|---|--|--|

SECTION 3

# SUSTAINABILITY STRATEGIC PRIORITIES

**Financial Pillar**

- 85 Economic Value Creation
- 88 Direct Economic Value Creation
- 93 Indirect Economic Value Creation

**Environment Pillar**

- 96 Our Approach
- 97 Decarbonisation Pathway
- 110 Greenhouse Gas Management
- 114 Promoting Circular Economy
- 121 Conserving Marine Biodiversity
- 130 Other Environmental Matters

**Social Pillar**

- 134 Strengthening Safety Culture
- 166 Our People, Our Strength
- 180 Respecting Human Rights at Sea and Shore
- 192 Partnering With the Community

**Governance Pillar**

- 200 Our Approach
- 202 Operating Responsibly
- 218 Strengthening Cybersecurity
- 222 Advancing a Sustainable Supply Chain

## Financial Pillar



### Our Commitment

To achieve growth in predictable and recurring sources of cashflow



### Our Initiatives

- ▶ A five-year rolling business plan with financial growth plans
- ▶ Financial Governance Framework, developed in line with the Financial Reporting Accounting Standards and Corporate Financial Policy



### Our Contribution to SDG

Promote sustained economic growth, full and productive employment and decent work for all



## ECONOMIC VALUE CREATION

### MISC'S ROLE IN THE BLUE ECONOMY

The Blue Economy refers to the sustainable use of ocean resources to support economic growth, employment and marine ecosystem health. As part of the global energy supply chain, MISC operates a fleet of more than 100 vessels that enable the safe and reliable movement of energy across markets. This contribution supports energy security, facilitates trade and contributes to economic development, while maintaining a focus on responsible maritime operations and long-term resilience.

MISC remains focused on strengthening its market position, scaling its existing businesses and capitalising on new opportunities. Our commitment extends to delivering sustainable financial growth, supporting the growth of our business partners, protecting the environments in which we operate and contributing positively to local communities, all underpinned by strong governance practices.

[Read more in our MISC Integrated Annual Report 2025.](#)

### OUR FINANCIAL STRATEGY

The Financial Pillar of MISC's Sustainability Strategy is focused on delivering secure and sustainable growth through recurring cash flows, achieved by strengthening our existing businesses and pursuing new opportunities. Beyond generating returns for shareholders, our financial value creation delivers broad-based benefits: employees gain from extensive remuneration plans and career development opportunities; customers benefit from improved products and services; suppliers enjoy increased collaboration and long-term partnerships; communities gain through job creation, tax contributions and corporate social responsibility initiatives; and governments benefit from regulatory compliance and others.

This pillar also reflects MISC's contributions to SDG 8 by supporting sustained, inclusive and sustainable economic growth, as well as full, productive and decent work for all.

The two key strategic priorities that drive our Financial sustainability under this pillar are:



Financial Growth Plans



Financial Governance Framework

We develop financial growth plans to forecast future operating revenue, business costs and cash flow requirements. Our financial management practices adhere strictly to the Financial Governance Framework, as outlined in the Financial Policy and are subject to annual external and internal audits.

#### Financial Performance



Revenue  
**RM11.1 billion**



Operating Profit  
**RM2.8 billion**

Cash Flows from Operating Activities

**RM5.7 billion**

Equity Attributable to Equity Holders of the Corporation

**RM34.0 billion**

Earnings per Share  
**38.1 sen**



Total Assets  
**RM53.0 billion**



Dividends per Share  
**38.0 sen**

#### Economic Value Distributed



Human Capital Investment  
**RM40.7 million**



Community Investment  
**RM32.2 million**

[Read more in our MISC Integrated Annual Report 2025.](#)

## ECONOMIC VALUE CREATION

### SUSTAINABILITY-LINKED LOAN

MISC supports its net-zero ambition and GHG emissions intensity reduction targets through sustainable financing initiatives. In 2023, AET secured a USD 100 million sustainability-linked Islamic revolving credit facility, while in 2022, we financed six VLECs via an 11-year sustainability-linked loan amounting to USD 527 million. These KPI-driven facilities enable MISC to benefit from annual interest rate adjustments based on performance against predefined sustainability indicators throughout the loan tenure.

The adoption of sustainability-linked financing practices reinforces MISC's alignment with the IMO 2050 decarbonisation trajectory and the Poseidon Principles.

### TAX

At MISC, we comply with tax regulations in the countries where we operate as part of our responsibility to our stakeholders. The following sections elaborate on our tax practices in line with our commitment to transparency and credibility.

#### Tax Strategy

MISC tax strategy has been approved by the Board and is implemented via the Tax Policy as below:

*MISC Group is committed to being a responsible taxpayer by:*

- Complying in good faith with all applicable tax laws, regulations, guidelines and international tax treaties and settling tax obligations when legally due, as company and employer; and

- Maintaining cooperative working relationships with tax authorities.

*Adherence to this Policy is everyone's responsibility, by referring all tax-related matters to the appropriate parties.*

We strictly uphold our Tax Policy and continue to strive to ensure full adherence to all applicable tax regulations and pay taxes when legally due in localities where our businesses are conducted and operated.

Our goal is to always behave in a highly cooperative manner with all relevant tax stakeholders while creating a culture of mutual respect, aligned with MISC's corporate values and culture.

We strongly support and welcome efforts taken by the tax authorities or government agencies to improve the tax environment of the respective jurisdiction. To promote the enhancement of the tax environment, these opportunities are explored further by actively participating in dialogue sessions, forums and discussions with the tax personnel and/or relevant institutions and non-government organisations.

#### Tax Roles and Responsibilities

We are equipped with a team that is responsible for managing the Group's tax compliance and tax risks at the operational level. They serve as a strategic business partner and collaborate with all business segments across the Group towards this purpose, as well as provide support during the engagement of new projects.

We established the Tax Compliance & Control Assurance Framework. This framework serves as the Management's instrument to oversee the roles, responsibilities and accountability of the tax function.

To meet both direct and indirect tax requirements, Tax Manuals on various tax components have been introduced specifically to establish the tax-related roles and responsibilities of each stakeholder.

At the strategic level, the BAC, BSRC and the Board have oversight of the Group's strategic tax, tax governance and tax risks as part of the Group's financial reviews.

#### Tax Risk Management

Group Tax is led by the Head of Group Tax, who reports to the Chief Financial Officer and is accountable for compliance with the Tax Policy as well as managing the overall tax risks of the Group, which includes (but is not limited to):

New global tax laws/practices and changes in tax developments;

Contractual, business structure and operational tax risks; and

Non-compliance events which may result in penalties imposed by tax authorities.

Key tax risks are reported to the ELT and the Board every quarter depending on the degree of risk to ensure that they are promptly monitored and addressed. Management oversight on tax risks is placed through the ELT and MRC. Ultimately, reporting is made to the Board, BAC and BSRC, respectively based on the nature and criticality of the tax risks.

## ECONOMIC VALUE CREATION

We ensure that the tax function is well-equipped with updated tax knowledge to maintain and enhance the capability and necessary technical skillset of tax personnel through external training. In addition to managing the Group's tax risks, the tax function is also equipped with access to local and global tax databases.

#### Tax Reporting

For our income tax contribution, please refer to the Performance Data section of this report.

#### Tax Assurance

As part of the statutory processes, an independent assurance is performed by our external auditor on MISC's financial reporting, including income tax, tax provisioning and tax accounting.

If any circumstances occur that could involve material monetary, regulatory and/or reputation risks as well as other compliance matters, external tax consultants will be engaged to provide advice and assurance to aid in the Group's decision-making process.

The Group complies with the respective tax jurisdictions and any financial or regulatory risks have been fairly and accurately reflected in the Financial Statements.



## DIRECT ECONOMIC VALUE CREATION

The Group's core businesses include energy shipping and related operations, the ownership and operation of offshore floating solutions, marine repair and conversion, engineering and construction services, integrated marine services and maritime education. Through these operations, MISC connects energy producers with end users, enabling power generation, heating, transportation and the production of essential consumer goods.

As we continue to expand our business, we closely monitor global and domestic trends in energy consumption and production, including the transition to a low-carbon economy and broader climate change mitigation efforts. These developments present potential direct and indirect implications for our operations and by extension, for our customers, communities and the environment.

Our operations are currently centred predominantly within the conventional energy sector, where we leverage our technical expertise and financial strength to deliver stable returns to stakeholders while funding future growth. MISC is among the world's largest single owners and operators of LNG carriers, capable of calling at more than 50 liquefaction terminals and over 100 receiving terminals worldwide. Our LNG fleet transports approximately 3% of global LNG cargoes. LNG continues to serve as an important transition fuel due to its economic and logistical advantages, complementing broader energy transition strategies that incorporate the adoption of more sustainable technologies.

AET continues to lead the market in specialised ship-to-ship (STS) lightering services in the US Gulf and is an established owner and operator of Dynamic Positioning Shuttle Tankers (DPSTs). We are also the sole owner-operator of Modular Capture Vessels (MCVs), which are equipped to capture hydrocarbons and other contaminants in the event of an oil well incident. In support of the transition to a low-carbon economy, we are a pioneer in LNG, ammonia and ethanol dual-fuel\* and battery-hybrid vessels, and are expanding our fleet of dual-fuel assets.

Over the years, the Group has maintained a steady growth trajectory, generating value for customers, shareholders and employees, including providing more than 8,000 job opportunities to individuals from 42 nationalities. Our global operations are supported by a network of 2,188 business partners, connecting us across various value chains.

As part of our long-standing contribution to society, MISC continues to provide maritime education and training through its maritime academy, ALAM. ALAM plays a critical role in ensuring a sustainable pipeline of competent maritime professionals for the industry. Since its establishment in 1977, ALAM has trained more than 15,000 seafarers and currently offers about 140 programmes annually, reinforcing the Group's commitment to talent development and industry sustainability.

\* Investment in ethanol dual-fuel vessel made in 2026

### NEW ENERGY & DECARBONISATION

The New Energy & Decarbonisation Division (NED) is responsible for expanding the Group's new business portfolios and assets, supporting sustainable growth in line with MISC 2030 Ambition to achieve 25% cash flows from operations (CFO) from new energy solutions. As part of its mandate, NED leads the development and commercialisation of new energy solutions across the Group, with a strategic focus on carbon capture and storage (CCS) and the future fuels value chain. Through these initiatives, NED strengthens MISC's commitment to advancing the transition toward a low-carbon and sustainable energy future.

#### Carbon Capture & Storage

Venturing into CCS is aligned with MISC's 2050 vision to achieve net-zero emissions in support of a low-carbon economy, while strengthening the Group's recurring income base for long-term business sustainability. MISC is actively assessing key areas where it can strategically contribute to the development of the CCS value chain, not only in Malaysia and the Asia Pacific region but also globally. This includes exploring commercial and technical partnerships as potential entry pathways into the CCS value chain, with a particular focus on Liquefied Carbon Dioxide (LCO<sub>2</sub>) carriers.

In June 2025, MISC, together with PETRONAS CCS Ventures Sdn. Bhd. (PCCSV) and Mitsui O.S.K. Lines (MOL) incorporated Jules Nautica Sdn. Bhd. joint venture (JNJV). The JNJV has been established to develop and ultimately own LCO<sub>2</sub> carriers, which are essential for transporting LCO<sub>2</sub> to designated storage sites and supporting the advancement of CCS solutions.

The three parties have completed the Front-End Engineering Design (FEED) for a 62,000-cubic-metre LCO<sub>2</sub> carrier, awarded to the Shanghai Merchant Ship Design and Research Institute (SDARI). The jointly developed design has received the General Approval for Ship Application (GASA) certification from DNV, positioning it among the most advanced low-pressure, low-temperature LCO<sub>2</sub> carrier designs in the industry.

The JNJV aims to become a leading owner of LCO<sub>2</sub> carriers, enabling the safe and efficient transportation of LCO<sub>2</sub> to storage locations and contributing to the completion of the CCS value chain. With a focus on facilitating future CCS projects across the Asia Pacific region, the JNJV will deliver cross-border solutions through strategic commercial arrangements with CO<sub>2</sub>-emitting industries and storage providers. This partnership is expected to address evolving environmental and regulatory requirements while contributing to wider decarbonisation objectives.

In February 2026, we secured a long-term charter with Northern Lights JV DA, together with consortium partner Kawasaki Kisen Kaisha Ltd. (K Line), for a newbuild liquefied carbon dioxide (LCO<sub>2</sub>) carrier, marking our first commercial entry into the carbon transport value chain.

#### Ammonia Market

As the global shipping sector accelerates its efforts to reduce GHG emissions in line with the IMO's climate targets, ammonia has emerged as a promising low-carbon marine fuel. When ammonia fuelled these vessels, they are expected to enable a reduction in GHG emissions of up to 95%\* on a Tank-to-Wake (TtW) basis and may deliver significant compliance-related cost efficiencies under mandatory emissions-control regimes, including the European Union's FuelEU Maritime regulation and Emissions Trading System (EU ETS).

\* ClassNK Alternative Fuels Insight February 2025

At MISC, we are evaluating a range of opportunities across the ammonia value chain, including but not limited to:

**Ammonia carriers:** Engagements with potential clients involved in ammonia production for export, where MISC may own and operate ammonia carriers, preferably equipped with dual-fuel ammonia engines.

**Ammonia floating production:** The potential for the MISC Group to serve as a provider of ammonia through a dedicated offshore floating production facility.

**Ammonia bunkering hub:** The opportunity for the MISC Group to utilise future ammonia bunkering infrastructure as part of our transition towards ammonia dual-fuel engines. Additionally, MISC could support hub operations by providing and operating ammonia bunker vessels.

With the objective of delivering seamless end-to-end solutions for sustainable energy transportation by 2027, MISC entered into a strategic collaboration agreement with Gentari Hydrogen Sdn. Bhd. (Gentari) to develop integrated shipping and floating solutions for ammonia. As part of this collaboration, MISC is continuously working with Gentari on potential requirement of ammonia carriers equipped with ammonia dual-fuel engines.

In addition, MISC Berhad collaborated with China Offshore Engineering & Technology Company Limited (COET) on a pre-FEED/FEED concept for an ammonia FPSO facility. The

## DIRECT ECONOMIC VALUE CREATION

Ammonia FPSO presents an opportunity to monetise associated gas that are typically reinjected into the reservoir. The concept minimises the need for additional facilities, as the required gas processing and injection infrastructure is already integrated to conventional FPSO operations.

In December 2025, MISC and (COET) received AiP from the ABS for the Ammonia FPSO concept.

### GAS ASSETS & SOLUTIONS

#### Very Large Ethane Carrier and LNG Carrier

In March 2025, MISC secured long-term TCP with PTT Public Company Limited (PTT) for two newbuild VLECs. The VLECs will be serving the transportation needs of PTT's potential offtake from ethane export facilities in the United States of America to Thailand.

The addition of these VLECs accelerates MISC's efforts to rejuvenate its portfolio and strengthen the resilience of its revenue generation. By diversifying into the ethane export market, MISC is not only expanding its footprint in the global energy industry but also ensuring a stronger and sustainable revenue stream. This aligns with MISC's long-term vision to deliver progress through innovative and forward-thinking solutions.

The VLECs will be constructed by HD Hyundai Heavy Industries, with delivery scheduled by the end of 2028. Globally, these vessels are among the largest of their kind, featuring 100,000 cubic-metre capacity, dual-fuel ethane propulsion engines, shaft-generator technology and full compliance with IMO Tier III NO<sub>x</sub> regulations.

In our LNG carrier development, we successfully delivered seven consortium-owned LNGCs to QatarEnergy, including two fully operated by MISC. One additional vessel delivered as scheduled in January 2026.

As of February 2026, five new vessels were successfully secured with PETRONAS LNG Ltd. (PLL) for delivery between 2029 and 2030.

#### Conversion of Puteri Delima Satu into an FSU in Pengerang

MISC entered into an agreement with Pengerang LNG (Two) Sdn. Bhd. (PLNG2SB), a subsidiary of PETRONAS Gas Berhad (PGB), on 31 October 2023 for the supply, operation and maintenance of an FSU to be deployed at the PETRONAS LNG Regasification Terminal Pengerang (RGTP) in Johor.

The conversion of the LNG carrier *Puteri Delima Satu* into an FSU was completed and successfully delivered to the PETRONAS LNG RGTP in August 2025.

## DIRECT ECONOMIC VALUE CREATION

### PETROLEUM & PRODUCTS

#### LNG Dual-Fuel Suezmax

In November 2025, AET entered into shipbuilding contracts with SHI for the construction of two LNG dual-fuel Suezmax tankers. This investment represents a significant milestone in AET's fleet rejuvenation programme and will extend dual-fuel capability across all tanker classes within the Group's operations.

LNG is one of several alternative fuel pathways being advanced under AET's Energy Transition Strategy, alongside ammonia and other emerging low-carbon fuel solutions.

#### Ammonia Dual-Fuel Aframax

In support of its decarbonisation objectives, AET entered into shipbuilding contracts in 2024 with Dalian Shipbuilding Industry Co., Ltd. for the construction of three ammonia dual-fuel Aframax tankers, representing a world-first application of this technology within the vessel class. Two of the vessels will be placed on time charter with PETCO Trading Labuan Company Ltd (PTLCL).

#### Hybrid-Electric Ethanol-Ready Dual-Fuel Dynamic Positioning Shuttle Tanker

In February 2026, AET entered into shipbuilding contracts with Dalian Shipbuilding Industry Corp. for the construction of a 154,000-deadweight-tonne DPST equipped with an electric energy storage (EES) system and designed to be dual-fuel ethanol-ready, with projected delivery in 2028 further strengthening transition-ready fleet capabilities.

#### LNG Dual-Fuel Very Large Crude Carriers

VLCCs play a critical role in transporting large volumes of crude oil globally, supporting customer demand and contributing to energy security. As of 2025, AET is positioned among the top 20 operators in this segment<sup>1</sup>, with 11 vessels trading worldwide. Our key trading routes include the Middle East–Far East, Middle East–Singapore, West Africa–Far East, US Gulf–Far East and Brazil–Far East corridors.

Aligned with our commitment to deliver more energy with lower emissions, we have been progressively renewing our VLCC fleet with LNG dual-fuel vessels since 2022. To date, we have deployed five LNG dual-fuel VLCCs, with LNG dual-fuel vessels were first ordered in 2020, each incorporating advanced technologies such as optimised hull forms and propellers, wake improvement ducts

<sup>1</sup> Based on number of VLCCs

<sup>2</sup> Emissions reductions on a Well-to-Wake basis for 2-stroke slow-speed engines: SEA-LNG & SGMF/Sphera, 2nd Life Cycle GHG Emission Study on the Use of LNG as Marine Fuel (2021)

and rudder bulbs to enhance energy efficiency. When operating on LNG, by design, dual-fuel vessels can emit between 14% to 23% less GHG on a well-to-wake basis than those using conventional marine fuels, while significantly reducing particulate matter (PM), sulphur oxides (SO<sub>x</sub>) and nitrogen oxides (NO<sub>x</sub>)<sup>2</sup>.

### OFFSHORE

#### FPSO Marechal Duque de Caxias

FPSO *Marechal Duque de Caxias* was recognised as the third-highest oil-producing unit in Brazil, according to the July 2025 Autoridade Nacional do Petróleo Production Bulletin. Having commenced production in October 2024, the FPSO reached a peak output of 200,000 barrels of oil per day in 2025 with only four producing wells and is designed to operate with a full complement of 15 wells.

This achievement underscores the strength of the partnership between Petrobras and MISC and highlights the impact of advanced offshore engineering and international collaboration in supporting the continued growth of Brazil's pre-salt production capacity.

#### Operational Continuity for FPSO Bunga Kertas

On 28 February 2025, FPSO *Bunga Kertas* began a new chapter with its mobilisation to the Benchamas Field, reflecting MISC's continued commitment to operational excellence and reliability in offshore operations. Just weeks later, the vessel achieved First Oil on 21 March, followed by the issuance of the Provisional Acceptance Certificate on 24 March. These milestones underscore the strong collaboration between MISC and Chevron, which ensured a seamless transition.

Further strengthening this partnership, a contract extension was signed on 2 October 2025 in Bangkok, Thailand. Representing MISC were Alexander James Brigdenn, Vice President Offshore, accompanied by Jonny Klepsvik, Director Commercial & Proposal. Chevron was represented by Ronnarong Chanleka, Vice President Asset, with the signing witnessed by David Kimbrell, Commercial Manager.

Under the renewed agreement, FPSO *Bunga Kertas* permanently replaces *FSO Benchamas 2* at the Benchamas Field, extending its charter until February 2030.

Today, FPSO *Bunga Kertas* represents continuity and renewal, showing how established assets can continue to deliver value when supported by trusted partnerships and shared purpose. MISC remains committed to sustaining the vessel's performance over the long term, guided by a consistent focus on safety, integrity and dependable operations.

#### Floating Projection Unit Kelidang

MISC received a Letter of Award from PETRONAS Carigali Brunei Ltd (PCBL) for the provision of lease, operate and maintain (O&M) services for a Floating Projection Unit (FPU) under the Natural Gas Development Project in Brunei. Secured through an international competitive bidding process, this landmark contract marks MISC's strategic entry into Brunei's offshore oil and gas market.

The charter is for a firm period of 12 years, with PCBL holding the option to extend for up to three additional one-year periods. The FPU will be deployed offshore Brunei and is expected to support the long-term supply of feedstock for the country's LNG sector, contributing to export commitments, national revenue and energy security.

Designed with a production and processing capacity of 450 million standard cubic feet of gas per day and 1,170 barrels of condensate per day, the FPU also provides a storage capacity of 300,000 barrels, offering enhanced operational flexibility. The unit is engineered to deliver high levels of efficiency and reliability throughout its service life, supporting sustained production and maximising value for stakeholders.

This strategic partnership with PCBL expands MISC's offshore portfolio and reinforces its commitment to supporting key energy developments in the region, in line with its Delivering Progress strategy.

#### Establishment of Floating Production Solutions Sdn. Bhd.

In May 2025, MISC Berhad and MMHE formally incorporated Floating Production Solutions Sdn. Bhd. a new joint venture that represents a significant milestone in the ongoing strategic collaboration between the two companies.

The establishment of this dedicated entity creates a strengthened platform for delivering innovative, efficient and competitive floating production systems to the global energy market. By combining the complementary strengths, capabilities and extensive industry expertise of both organisations, the joint venture aims to enhance project execution, accelerate delivery timelines and generate long-term value for stakeholders.

This incorporation marks a strategic step forward in positioning the partnership to meet evolving industry demands and to advance the development of competitive floating production solutions worldwide.

### MARINE & HEAVY ENGINEERING

#### Large-Scale Green Hydrogen Production

FuelCell Energy and MHB have advanced their collaboration through a Joint Development Agreement (JDA) to conduct a detailed feasibility study for a low-carbon fuel production facility in Malaysia.

Building on the Memorandum of Understanding (MoU) signed in February 2023, the JDA represents a significant step forward for both organisations, guided by a shared ambition to make hydrogen production more accessible and commercially viable. The agreement demonstrates the commitment of FuelCell Energy and MHB to advancing green energy solutions and supporting global decarbonisation and energy transition objectives.

Under the terms of the JDA, the two companies will combine FuelCell Energy's cutting-edge solid oxide electrolyser (SOEC) technology with MHB's proven capabilities in large-scale fabrication and project delivery to develop modular solutions that enable the rapid deployment of commercial hydrogen production facilities.

## DIRECT ECONOMIC VALUE CREATION

### Hydroblasting Project

The Hydroblasting Project involves the acquisition of hydroblasting equipment and the upgrading of infrastructure to meet hydroblasting requirements, representing a significant step toward automation and sustainable operations. A pilot will be conducted at Drydock 3 to implement a greener and safer blasting method using highly pressurised water.

This initiative is expected to deliver multiple operational and environmental benefits, including halving drydocking time, reducing operating expenses by 30% through the replacement of diesel with electricity, eliminating subcontractor costs and substituting copper grit with water.

The initiative focuses on improving turnaround times, increasing revenue, reducing operational costs and adopting more environmentally responsible blasting practices. In addition, the initiative contributes to a reduced group-level carbon footprint while creating potential for improved financial returns through enhanced revenue generation and cost efficiencies.

### Offshore Wind

During the year, MHB progressed the construction of its offshore substation (OSS) platforms underscoring its ongoing commitment to supporting sustainable energy infrastructure. As part of TenneT's 2GW Programme in the Netherlands, the OSS will play a critical role in expanding offshore renewable energy capacity and advancing the broader transition toward lower-carbon energy systems.

Under this contract, MHB's scope covers construction engineering, fabrication, mechanical completion, loadout, sea fastening, and architectural works, executed on a full engineering, procurement and construction (EPC) basis.

## MARITIME EDUCATION & TRAINING

ALAM is the flagship maritime academy and a leading institution in the region, offering about 140 programmes with 14 new courses introduced in 2025. Among the new programmes are the Modular Combined Basic and Advanced Training for IGF ships (MCIGF), Engineering Knowledge Motor for Steam Engineer (AESM), Officer in Charge of Navigational Watch 500 GT or More Near Coastal Voyage, Medical Care Onboard Ship Refresher and Officer in Charge of Engineering Watch on ships of 750 kW or More Near Coastal Voyages (WKENC). These programmes reflect ALAM's continuous efforts to enhance competency-based training aligned with evolving maritime industry requirements.

In the same year, ALAM successfully secured approval from the Ministry of Higher Education (MoHE) for a new programme, the Diploma in Marine Electrotechnology (DMET), which commenced in September 2024, further strengthening ALAM's technical and engineering education portfolio.

In parallel, ALAM implemented the ALAM Reset initiative, with a strong emphasis on financial discipline, governance strengthening and process optimisation. Key initiatives include the reinforcement of end-to-end financial controls, the implementation of a no-cash policy, tighter procurement and payment governance and the standardisation of receivables management processes. These measures have resulted in material reductions in Accounts Receivable (AR) and improved cash conversion cycles.

Cost containment initiatives were also systematically embedded across functions, focusing on prudent expenditure management, contract rationalisation and value-based procurement, without compromising training quality or operational readiness. These efforts collectively will strengthen ALAM's cost-to-income profile and support long-term financial resilience.

On the student funding side, ALAM actively expanded its student sponsorship and financing ecosystem, working closely with industry partners, foundations and sponsors to reduce reliance on a single funding source. This diversification effort will improve student accessibility, reduce student's dropout risks due to financial constraints and contribute to healthier fee collection outcomes.

In addition, ALAM has received Provisional Accreditation from the Malaysian Qualifications Agency (MQA) for its first franchise programme, Bachelor of Business Administration (Hons) in Management and Entrepreneurship (MQA/PA 18387), offered in collaboration with Universiti Kuala Lumpur (UniKL). ALAM has also been granted Full Accreditation for the Advanced Diploma in Nautical Studies (ADNS) and its homegrown diploma programmes such as Diploma in Maritime Management (DMM), Diploma in Maritime Services (DMS), Diploma in Maritime Transportation & Logistics (DMT&L) and Diploma in Maritime Business Administration (DMBA).

On 30 June 2025, ALAM successfully submitted its application for upgrading to University College status. Supported by comprehensive documentation and a clearly defined strategic roadmap, this milestone reflects ALAM's strong readiness and commitment throughout its transformation journey. It marks a significant phase in ALAM's strategic transformation journey and underscores the institution's dedication to advancing Maritime Education and Training (MET) and institutional excellence in Malaysia.

## INDIRECT ECONOMIC VALUE CREATION

### DIGITALISATION

In an increasingly digitalised operating environment, we remain committed to integrating advanced digital systems into our operations to enhance efficiency, productivity and safety. Key systems implemented include e-navigation solutions, Internet-of-Things (IoT) connectivity for real-time monitoring of shipboard systems, Internet-of-Services (IoS) capabilities for seamless integration with shore-based operations and integrated ship control systems supported by big data analytics.

Additional digitalisation initiatives include:

- A dedicated digital platform tailored for the marine and shipping industry, with a focus on screening and vessel inspections.
- Quality surveillance solutions that provide real-time access to project data, particularly inspection programmes and progress status.
- An e-Procurement platform system to streamline and manage end-to-end Source-to-Pay processes.
- A comprehensive e-learning platform offering training modules covering Health, Safety, Security and Environment (HSSE), Human Rights, Anti-Bribery and Anti-Corruption (ABAC), Sustainability, as well as career development, functional, technical and leadership competencies.
- Digitalisation of permit-to-work processes and tracking to strengthen control and compliance.
- Adoption of digital signatures for internal documentation to enhance process efficiency and traceability.

These initiatives collectively support our commitment to leveraging digital solutions to drive operational excellence and continuous improvement across the organisation.

### Project Lightspeed

Under the Finance Transformation Programme, MISC continued to advance Project Lightspeed, a Group-wide initiative aimed at elevating the Finance function from transactional activities to a more strategic, value-adding role. The project focuses on strengthening data-driven decision-making by redesigning financial processes, enhancing internal structures, modernising digital tools and upskilling Finance professionals across the organisation. These efforts also reinforce strong internal controls and governance. In 2025, the Group completed its second wave and marks the completion of its journey. Collectively, these improvements enhance efficiency, bolster organisational resilience and support long-term sustainable value creation.

### MyPlexus

In the Offshore segment, we introduced MyPlexus, a digital documentation platform designed to improve data accessibility, streamline project management and strengthen operational efficiency. MyPlexus provides real-time access to essential project information, particularly inspection programmes and status updates, addressing long-standing challenges such as data fragmentation, paper-based reporting and delays in decision-making. By digitising and centralising project data, the platform enables stakeholders to receive timely, accurate and reliable insights, reducing bottlenecks and supporting more informed, responsive and data-driven decisions.

Inspection activities and related data are now captured via mobile devices, including phones and tablets and uploaded directly to MyPlexus. By integrating seamlessly with existing workflows, the platform eliminates many of the manual hurdles traditionally encountered when transitioning from project development to execution, resulting in a more cohesive and efficient process.

In 2025, MyPlexus advanced further with the integration of MMHE procedures and processes, positioning it as a key digital tool for our Offshore partners in the delivery of floaters. This represents a notable milestone in our digital transformation journey and reflects a continued focus on smarter, greener and more efficient project execution.

## EMPLOYEE RESKILLING AND UPSKILLING

MISC is dedicated to ensuring that our employees are equipped with the latest knowledge and capabilities required in an increasingly digitalised environment and amid the transition to a low-carbon economy. To support this, we implement comprehensive reskilling and upskilling programmes at both the Group and operational levels, ensuring our workforce remains agile, future-ready and aligned with evolving industry needs.

## INDIRECT ECONOMIC VALUE CREATION

### Reskilling And Upskilling Seafarers for Alternative Markets

Marine Services oversees the management and development of our seafaring employees, supported by a structured and comprehensive capability development programme for both sea and shore personnel. This programme is designed to enhance competency levels, broaden functional proficiency and strengthen capabilities across our diverse business operations through targeted training, upskilling and succession planning initiatives.

With the increasing demand for LNG, alternative fuels and dual-fuel vessels, we recognise the importance of continuous reskilling and upskilling. We are progressively preparing our workforce to manage alternative-fuel vessels, including ammonia-fuelled assets and to transition from conventional vessels to technologically advanced equipment fitted vessels, supported by specialised training such as steam-to-motor conversion. Our seafarers currently operate a wide portfolio of vessel types, including VLECs, LNG Bunkering Vessels (LBVs), LNGCs, LNG dual-fuel petroleum tankers, DPSTs, LNG FSUs and MCVs.

In 2025, Marine Services invested RM22.3 million in training and development programmes, reinforcing our commitment to cultivating a highly skilled, future-ready maritime workforce.

 [Read more in the Our People, Our Strength section.](#)

### SUPPLY CHAIN RISKS AND OPPORTUNITIES

At MISC, we recognise the importance of our business partners, including suppliers, to the effective delivery of our operations. Through close engagement and long-term partnerships, we work alongside our suppliers to enable shared progress, strengthen business capability and contribute to positive economic outcomes within the communities where we operate.

We expect all suppliers to adhere to applicable laws and regulations and to uphold the highest standards of ethical and responsible business conduct. In response to growing expectations surrounding ESG performance across the value chain, we have strengthened our supplier engagement efforts to ensure alignment with our sustainability requirements.

As part of this commitment, we have implemented a Responsible Supply Chain Programme, which includes a Supplier Self-Assurance Programme to enhance transparency, promote responsible practices and manage emerging ESG-related risks within our supply chain.

In 2025, 60% of our suppliers were local, with a total spending of RM2.1 billion directed toward supporting these local suppliers.

 [Read more in the Advancing a Sustainable Supply Chain section.](#)

### LOCAL EMPLOYMENT

As a global maritime operator, MISC contributes to local economies through the creation of meaningful employment opportunities across the regions in which it operates. With activities spanning multiple geographies, the Group places emphasis on developing local talent and building a diverse and inclusive workforce.

In 2025, 84% of our total shore workforce comprised local employees in the countries where we have operations, reflecting a continued focus on community participation and local economic contribution. Through a deliberate combination of local employment and expatriate talent, it enables skills transfer, strengthens organisational capabilities and supports workforce upskilling through exposure to global best practices. Prioritising local employment strengthens operational effectiveness through regional knowledge and experience, while delivering broader socio-economic benefits, including skills development, business activity within local supply chains and sustained economic growth in host communities.

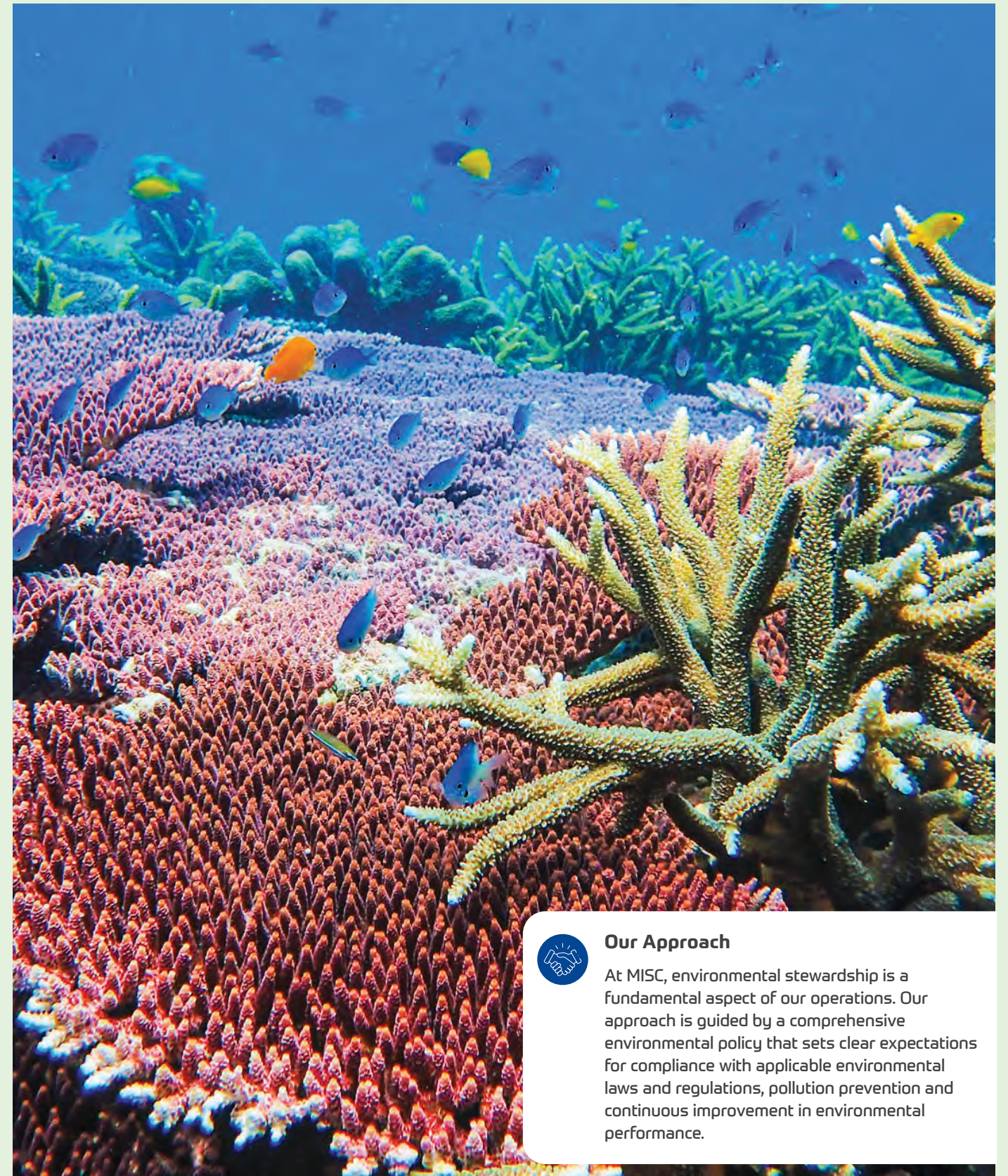
### SPONSORSHIP

To ensure a sustainable pipeline of maritime professionals, MISC remains committed to investing in maritime education and training through ALAM. One of our flagship initiatives is the Cadet Sponsorship Programme, which equips youth with the skills and opportunities needed to build a successful career in the shipping industry.

This investment extends beyond advancing maritime education and training as it also creates meaningful pathways for local communities, enabling young individuals to uplift their families and contribute to the nation's long-term socio-economic development.

 [Read more in the Partnering with the Community section.](#)

## ENVIRONMENT PILLAR



### Our Approach

At MISC, environmental stewardship is a fundamental aspect of our operations. Our approach is guided by a comprehensive environmental policy that sets clear expectations for compliance with applicable environmental laws and regulations, pollution prevention and continuous improvement in environmental performance.

## OUR APPROACH

The following principles are set out within our Health, Safety and Environment (HSE) Policy, which defines the key considerations that guide how environmental matters are managed across the Group, including:



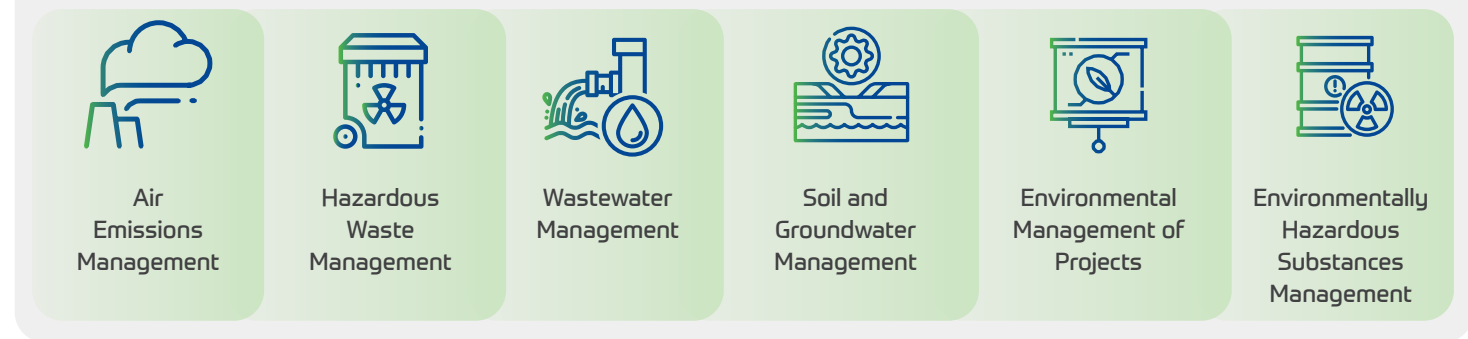
To effectively implement the environmental principles set out in our HSE Policy, we have established a comprehensive suite of governance documents that clearly define roles, responsibilities and accountabilities. These documents guide processes for setting environmental targets and identifying training requirements, enabling compliance and ongoing improvement in environmental performance.

Our environmental management approach is subject to regular review and enhancement, informed by lessons learned, evolving regulations, industry best practices and emerging environmental challenges. We actively engage with key stakeholders including investors, customers, suppliers, employees and local communities to gain a well-rounded perspective on environmental risks, opportunities and expectations. Insights from these engagements are integrated into our decision-making processes, ensuring that stakeholder priorities are effectively reflected in our sustainability strategy.

To reinforce the implementation of our HSE policy, several of our business segments have achieved internationally recognised certifications. Our Offshore segment, Marine & Heavy Engineering and Marine Services divisions have been awarded the ISO 14001:2015 Environmental Management System certification. Similarly, our Marine Services has also attained the ISO 50001:2018 Energy Management System certification. These achievements demonstrate our commitment to embedding robust environmental management practices into our daily operations.

As part of maintaining these certifications, we conduct regular scheduled external audits alongside our internal assessments. These procedures are designed to evaluate the effectiveness of our environmental processes and practices and overall performance. The outcome of these audits and assessments is closely linked to MISC's Health, Safety, Security and Environment Management System (HSSEMS), ensuring a coordinated and comprehensive approach to environmental assurance across the organisation.

### 6 KEY AREAS OF THE GROUP'S ENVIRONMENTAL MINIMUM REQUIREMENTS PROCEDURE



## DECARBONISATION PATHWAY

**Our Commitment**

- Transition to low-carbon operations
- Deploy ultra-low emission vessels latest by 2030
- Decarbonise shipping operations by 2050
- Net-zero GHG emissions by 2050

**Our Initiatives**

**SHIPPING OPERATIONS Short- to Medium-Term (until 2030)**

- Continuous improvement in energy efficiency design and operations
- Progressive fleet renewal to low-carbon fuels
- Collaboration with strategic partners in developing ultra-low emission vessels

**Long-Term (until 2050)**

- Progressive fleet renewal to ultra-low emission vessels
- Beyond value chain mitigation (carbon removal, avoidance and reduction)

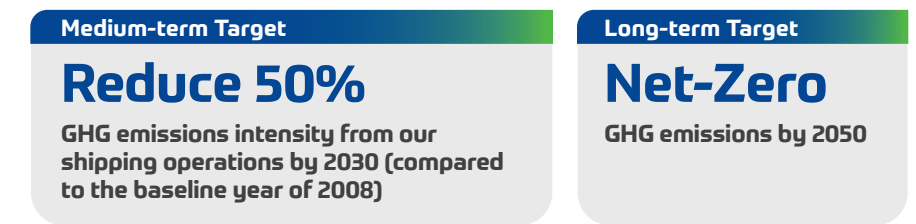
**NON-SHIPPING OPERATIONS**

- Improve energy efficiency in operations
- Increase usage of renewable energy integration

**Our Contribution to SDGs**

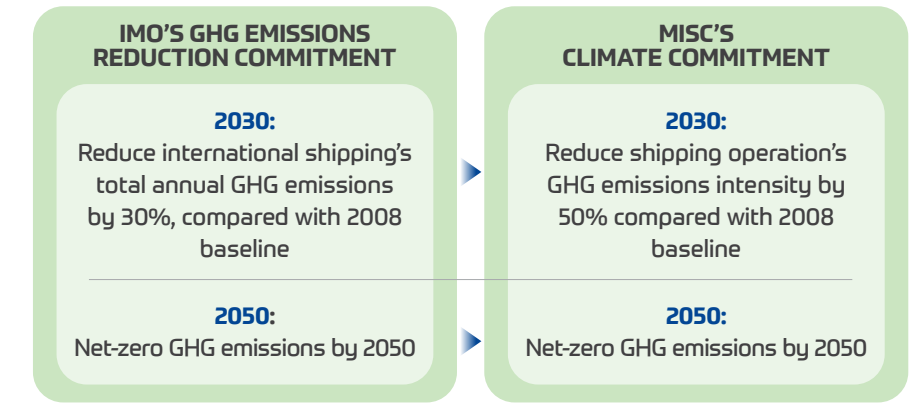
- 13 CLIMATE ACTION**: Design and operate assets that can combat or reduce the effects of climate change
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**: Design or retrofit sustainable assets that optimise resource-use efficiency with greater adoption environmentally sound technologies

### MISC'S CLIMATE COMMITMENT



MISC Group operates within the maritime sector, with core businesses spanning global energy shipping, offshore assets, marine and heavy engineering, maritime services and maritime education. We acknowledge that climate change represents a critical global challenge and recognise that both the energy and shipping sectors, including our own operations, contribute to GHG emissions and the broader impacts of climate change.

Accordingly, we are committed to transitioning our business operations to reduce GHG emissions through the implementation of the MISC Group Decarbonisation Transition Plan. Our climate commitment is also aligned with the IMO GHG emissions reduction commitment.



### MISC Net-Zero Target

This year, MISC established its Commitment to Net Zero GHG Emissions by 2050, marking a significant milestone in our journey towards decarbonising our operations. This commitment applies across all aspects of our business, reinforcing our dedication to environmental stewardship, climate responsibility and sustainable growth throughout the value chain.

MISC's net-zero commitment aligns with internationally recognised frameworks and global initiatives, including the Paris Agreement and the United Nations SDGs. It also supports the IMO's GHG emissions reduction commitment, contributing to the decarbonisation of the maritime industry. Through this commitment, we are aligning our strategies and initiatives to ensure MISC continues to decarbonise its operations and remain resilient and relevant in a rapidly evolving energy and maritime landscape.

\* For further information, MISC's Commitment to Net Zero GHG Emissions by 2050 is available [here](#).

## DECARBONISATION PATHWAY

### Commitment to Align to SBTi

In March 2022, the Science Based Target Initiative (SBTi) published the SBTi Interim Policy on Fossil Fuel Companies, outlining restrictions on the extent to which companies involved in fossil fuel businesses can commit to climate targets. SBTi does not accept commitments or validate climate targets for companies operating in the oil, gas and fossil fuel sectors.

This policy applies to companies with any level of direct involvement in exploration, extraction, mining and/or production of oil, natural gas, coal, or other fossil fuels, regardless of revenue generated from these activities. It includes, but is not limited to, integrated oil and gas companies, integrated gas companies, exploration and production pure players, refining and marketing entities, oil products distributors, gas distributors and retailers, as well as traditional oil and gas service providers.

In April 2025, the SBTi announced a pause in the development of its Oil and Gas Standard to prioritise work on the Corporate Net-Zero Standard and Financial Institutions' Net-Zero Standard.

MISC continues to closely monitor these developments and remains committed to aligning our emissions reduction targets with both the SBTi framework and the IMO GHG emissions reduction goals. We will continue to review and refine our targets as necessary to ensure alignment with evolving industry best practices and to reaffirm our steadfast commitment to sustainability. The diagram below illustrates MISC's Commitment to Net Zero GHG Emissions by 2050 in relation to the SBTi framework.

| SBTi (Near-Term And Long-Term Net-Zero Targets) Criteria  | MISC Commitment to Net Zero GHG Emissions by 2050   |
|---|---|
| The boundary of long-term science based targets shall cover Company wide Scope 1 and Scope 2 emissions, as defined by the GHG Protocol Corporate Standard. Exclusions in the GHG Inventory and target boundary must not exceed 5% of total Scope 1 and 2 emissions. | MISC Net-zero GHG Commitment is company-wide, covering both shipping and non-shipping operations. Our exclusions form less than 5% of our total Scope 1 and 2 emissions.                      |
| The targets must cover all relevant GHGs as required per the GHG Protocol Corporate Standard.   | We cover all relevant GHGs (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O).  |
| The use of offsets must not be counted as emissions reduction toward the progress of companies' science based targets.  | We will deploy carbon abatement and removal technologies within our value chain and only unabated residual emissions shall be neutralised with carbon removals outside of MISC's value chain. |

MISC's net-zero GHG emissions target is defined as reducing the volume of emissions produced to zero to mitigate climate change. To achieve this, we will explore and implement commercially viable technologies to progressively decarbonise our operations until we reach a state where we are left with unabated residual emissions. These unabated residual emissions will be compensated with carbon removal offsets (i.e., reduction outside our value chain).

### Our Net-Zero Equation



| Scope of Gases  | Scope of Activities  | Mitigation Pathways  | Timeframe |
|---|--|--|-----------|
| <ul style="list-style-type: none"> <li>All GHG</li> <li>Unit: CO<sub>2</sub>e</li> </ul>  | Scopes 1, 2, 3   | <ul style="list-style-type: none"> <li>Abatement</li> <li>Removal</li> <li>Removal Offset (beyond value chain)</li> </ul>  | Long-term |
| <b>Gases Include:</b> <ul style="list-style-type: none"> <li>Carbon dioxide (CO<sub>2</sub>)</li> <li>Methane (CH<sub>4</sub>)</li> <li>Nitrous oxide (N<sub>2</sub>O)</li> </ul> | <ul style="list-style-type: none"> <li>MISC operations (Scope 1 &amp; 2)</li> <li>Upstream and downstream of MISC's operations (Scope 3 on material categories)</li> </ul> | <ul style="list-style-type: none"> <li>Abatement and removal pathways to reduce own operations and value chain emissions</li> <li>Beyond value chain carbon removal, avoidance and reduction to offset residual GHG</li> </ul> | 2050      |

### Rationale Why Net-Zero by 2050

- Investments in our newbuild assets generally last for 20 years on average
- Assuming ultra-low emission vessels are commercially available only in 2030, we will need 20 years from 2030 to complete the transition

## DECARBONISATION PATHWAY

### DECARBONISATION REGULATIONS

The global maritime sector is governed by the IMO, which has established GHG reduction targets to advance industry-wide decarbonisation. To support the achievement of these objectives, the IMO has introduced a series of regulatory measures and policy frameworks designed to guide and accelerate the transition toward lower-emission maritime operations.

In addition to the regulations introduced by the IMO, the European Union has implemented its own measures aimed at reducing GHG emissions.

### Carbon Intensity Indicator

The Carbon Intensity Indicator (CII) is a mandatory annual rating system established by the IMO to monitor and progressively reduce greenhouse gas emissions from ships. Applicable to vessels exceeding 5,000 gross tonnage (GT), the CII assigns ratings from A (highest performance) to E (lowest performance) based on a vessel's CO<sub>2</sub> emissions relative to its cargo-carrying capacity and distance travelled (nautical miles).

In April 2025, the IMO revised the CII trajectory by introducing a more stringent requirement for a 21.5% reduction in carbon intensity by 2030. This revision tightens the annual reduction targets for all ships above 5,000 GT. To ensure compliance with the updated requirement, all affected vessels are required to update their SEEMP Part III implementation plans by 31 December 2025.

Details of the CII ratings for our vessels are provided in the Performance Data table under the Environment section. This disclosure demonstrates how fleet efficiency is monitored, managed and improved in line with the IMO's decarbonisation requirements.

### Greenhouse Gas Fuel Intensity

Complementing the CII, the IMO's progress on its Net-Zero Framework anchored by a proposed global fuel standard and an associated economic measure has been delayed, creating uncertainty for the maritime sector. Although the Greenhouse Gas Fuel Intensity (GFI) regulation was approved in April 2025, the IMO postponed formal adoption of the full framework to 2026, with the earliest possible entry into force now anticipated in 2028. The GFI and other mid-term measures were further deferred during the MEPC 83 Second Extraordinary Session in October 2025, with negotiations set to resume in October 2026 under an updated framework. The regulation introduces several key mechanisms designed to reduce lifecycle emissions, such as:

|                                |  |
|--------------------------------|--|
| <b>Global Fuel Standard</b>    | Mandates a progressive reduction in the GHG emissions intensity of marine fuels, applying a well-to-wake methodology that encompasses emissions from fuel production through to onboard consumption. |
| <b>GHG Pricing Mechanism</b>   | Requires vessels that exceed GFI thresholds to purchase remedial units, effectively establishing a sector-wide carbon pricing system.  |
| <b>Fuel Intensity Metric</b>   | GFI is determined by calculating total GHG emissions per unit of energy consumed onboard.  |
| <b>Compliance Requirements</b> | Vessels must meet annual GFI targets or incur penalties under the GHG pricing mechanism.   |
| <b>Flexibility</b>             | Ship operators may comply through various pathways, including the adoption of alternative and future fuels, implementation of energy-efficiency measures, or the purchase of emissions credits.      |

## DECARBONISATION PATHWAY

### European Union Emissions Trading System

Effective 1 January 2024, the EU Emissions Trading System (EU ETS) has been extended to cover maritime transport, applying to vessels exceeding 5,000 GT calling at EU or European Economic Area (EEA) ports. The regulation encompasses CO<sub>2</sub> emissions from voyages within the EU and 50% of emissions from voyages to/from non-EU ports.

Under the scheme, shipping companies are required to purchase and surrender EU Allowances (EUAs) corresponding to their verified annual emissions. In 2025, operators must surrender allowances covering 70% of their reported emissions, with full (100%) compliance required from 2026 onwards.

### FuelEU Maritime

Effective 1 January 2025, the FuelEU Maritime regulation introduces mandatory limits on the GHG emissions intensity of energy used onboard ships. The framework requires vessels to achieve a 2% reduction in GHG emissions intensity from 2025, with progressively tightening thresholds that increase to an 80% reduction target by 2050.

Compliance is assessed using verified data collected under the EU Monitoring, Reporting and Verification (MRV) system. Ship operators are expected to achieve the required reductions through the use of alternative low-carbon fuels, such as sustainable biofuels, e-methanol, bio LNG or e-LNG, Onboard Carbon Capture and Storage (OCCS) and Wind Assisted Propulsion System (WAPS).

### Impacts of Decarbonisation Regulations

With the progressive tightening of global GHG emission reduction regulations, MISC recognises the potential implications on its business operations. Key impacts identified include heightened compliance risks and increased financial exposure on both operating and capital expenditures, arising from potential penalties and costs associated with non-compliance.

In response, MISC is strengthening operational readiness to mitigate compliance risks by aligning operational measures with emerging regulatory requirements and providing regular updates to Management on relevant policy developments. The Group is also advancing its investment strategy by expanding its portfolio of dual-fuel assets, such as ammonia-ready Aframax tankers, exploring OCCS technologies, Wind Assisted Propulsion System (WAPS) and accelerating the adoption of future fuels to unlock compliance credits and related incentives.

Additionally, MISC proactively engages with charterers, regulators and technology partners to manage compliance costs, enhance operational transparency and position the Group to benefit from available incentive schemes. From a governance standpoint, MISC's Group Strategy & Sustainability Division is responsible for monitoring IMO and EU regulatory developments, reviewing and updating compliance plans and reporting progress to the Executive Leadership Team (ELT) and relevant Board committees.

## DECARBONISING OUR OPERATIONS

Shipping operations inherently require high energy-density fuels to support long-distance voyages and power large, heavily laden vessels. Currently available lower-carbon alternative fuels do not yet meet these energy density requirements, presenting challenges in identifying suitable substitutes without compromising operational efficiency. In addition, ships have long operational lifecycles, often exceeding two decades, which means the transition towards decarbonisation will take time, given the substantial capital investments involved.

We conduct annual assessments to evaluate our GHG emissions profile and identify potential pathways for decarbonising our operations, guided by our rolling business plan. These assessments encompass our existing fleet, including the performance of individual vessels, as well as planned newbuilds and upcoming projects. We also assess potential operational and technological interventions that can be implemented across our assets to enhance energy efficiency and further reduce emissions.

## DECARBONISATION PATHWAY

### MISC Group GHG Projections & Emissions Pathway

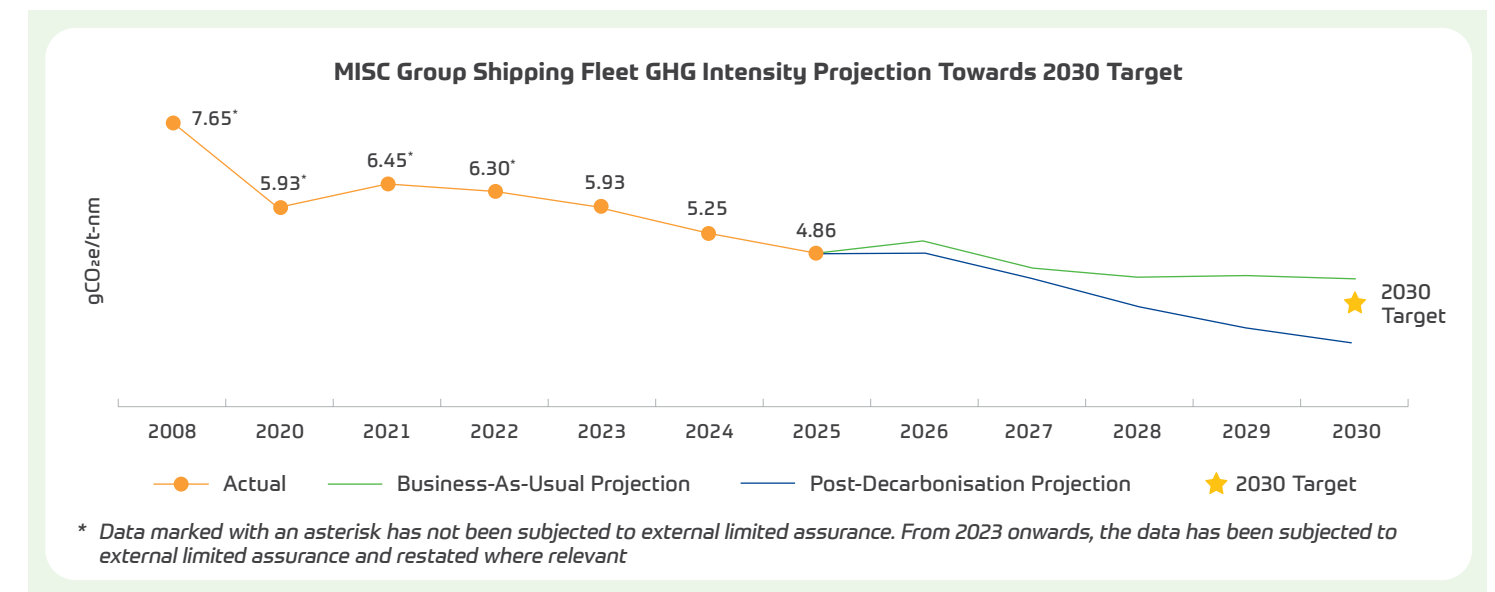
The Group monitors and assesses progress against its decarbonisation pathway in the context of its climate-related strategy, having regard to the International Maritime Organization's (IMO) strategy to reduce greenhouse gas (GHG) emissions from international shipping. The Group's medium-term climate-related target is to achieve a 50% reduction in shipping GHG emissions intensity by 2030, relative to the 2008 baseline, consistent with the emphasis on emissions-intensity reduction under the IMO framework.

As at 2025, the Group has achieved an estimated reduction of approximately 36% in shipping GHG emissions intensity compared with the 2008 baseline. This represents approximately 73% progress towards the Group's 2030 emissions-intensity target. Performance to date reflects the combined impact of fleet-wide energy-efficiency improvements, fleet optimisation measures, and ongoing fleet rejuvenation. The Group expects that the continued implementation of these measures, subject to operational, technological and market conditions, will support further emissions-intensity reductions over the remaining period to 2030.

The Group's decarbonisation pathway beyond 2030 is aligned with its long-term climate-related ambition to achieve net-zero GHG emissions by 2050. The transition plan incorporates a portfolio of actions, including fleet rejuvenation with the introduction of ultra-low-emissions vessels, deployment of emissions-reduction initiatives, increased use of renewable energy and lower-emissions fuels, adoption of low- and zero-carbon offshore assets, and selected value-chain emissions-reduction measures. These initiatives are assessed and prioritised as part of the Group's strategic and capital planning processes.

Consistent with the Group's current business planning horizon, quantitative GHG emissions projections are prepared through to 2030. While projections beyond this period are subject to higher levels of uncertainty, the Group remains committed to its 2050 net-zero ambition. As the transition plan for the period from 2031 to 2050 continues to develop, the Group intends to progressively enhance the scope, robustness and transparency of disclosures relating to its climate-related strategy, targets and metrics, taking into account data availability, methodological developments and evolving regulatory guidance.

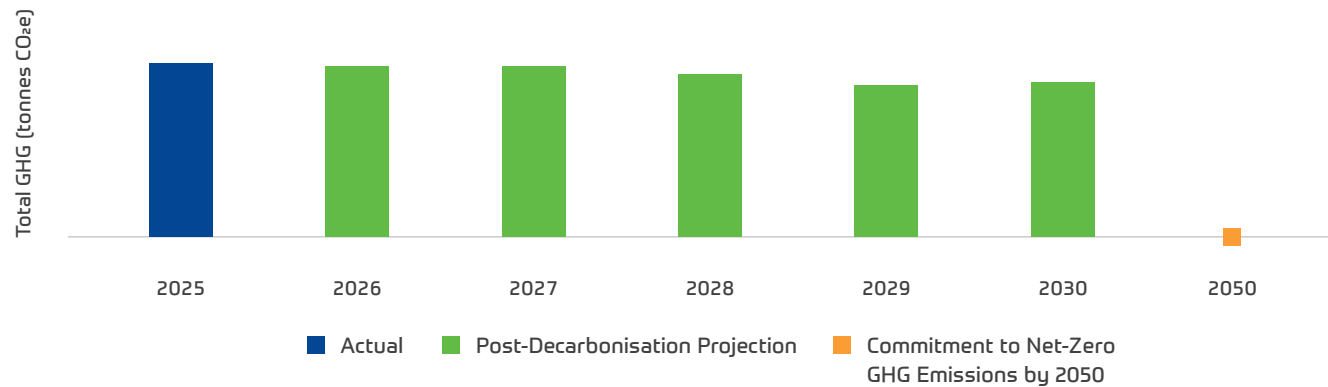
In the longer term, the Group expects that certain residual emissions may remain that cannot be reasonably eliminated through operational improvements or technology deployment alone. Subject to regulatory developments and recognised standards, the Group anticipates addressing such residual emissions through the use of high-quality carbon credits as part of its pathway to net-zero. The Group's strategy, investment decisions and operational initiatives continue to be informed by climate-related risks and opportunities and aligned with its long-term climate objectives.



## DECARBONISATION PATHWAY

## DECARBONISATION PATHWAY

MISC Group Total Current GHG Emissions & Projection to 2050 (Scope 1, 2 & 3)



### MISC GROUP DECARBONISATION TRANSITION PLAN

Our ambition to reach net-zero emissions by 2050 reflects a long-term view of how MISC creates value in a changing energy landscape. A clear transition plan provides direction for this journey and helps guide decisions across different time horizons.

In the short- to medium- term, up to 2030, attention will be placed on improving operational and commercial performance, alongside the use of technology to raise efficiency and reduce emissions. From 2031 to 2050, efforts will increasingly focus on renewing the fleet, introducing zero-emission vessels and incorporating renewable energy solutions into operations, as part of a broader shift towards lower-carbon maritime activities.



1. Ultra-low emission vessels refer to vessels powered by fuels such as ammonia with current engine technology that produce almost zero well-to-wake GHG emissions under continuous operations  
 2. Lower-emission vessels refer to vessels powered by fuels such as LNG or other alternative fuels, including Ethanol, that produce lower GHG emissions compared to conventional bunker fuel

## DECARBONISATION PATHWAY

### Fleet Rejuvenation

Our shipping business segments support the IMO's aspirations to reduce emissions through the rejuvenation of our fleet and targeted investments in low and zero-emission vessels. As part of our decarbonisation transition plan, we aim to progressively renew our fleet with high-efficiency LNG dual-fuel vessels and ammonia dual-fuel vessels in the medium-term.

Currently, LNG represents the lower-carbon fuel available at scale for the shipping industry. When combusted, it typically produces 14-23% lower GHG emissions and significantly reduces sulphur oxides (SO<sub>x</sub>), nitrogen oxides (NO<sub>x</sub>) and particulate matter emissions compared with conventional fuels\*. MISC will continue to utilise LNG as a transitional fuel until other alternative fuels become available at scale across the industry.

We recognise, however, that methane emissions remain a key challenge associated with LNG-fuelled engines, particularly due to unburned methane released during combustion commonly referred to as methane slip. To address this, MISC will continue to adopt advanced engine designs and emerging technologies that minimise methane slip in our newly built vessels, as part of our commitment to continuous improvement in emissions management.

\* Emissions reductions on a Well-to-Wake basis for 2-stroke slow-speed engines: SEA-LNG & SGMF/Sphera, 2<sup>nd</sup> Life Cycle GHG Emission Study on the Use of LNG as Marine Fuel (2021)

#### Replacement of Steam Turbine LNG Carriers

We are progressively transitioning our fleet from ageing steam-turbine LNG carriers to modern, energy-efficient vessels equipped with advanced propulsion and emissions-reduction technologies.

While steam turbine propulsion has historically been reliable, it is significantly less efficient than today's dual-fuel and low-speed engine systems. These legacy vessels typically consume more fuel and exhibit higher carbon intensity, making continued operation increasingly challenging amid tightening regulatory requirements and evolving market expectations.

To support the transition to a lower-carbon fleet, MISC has initiated a structured fleet rejuvenation programme, which includes the phased retirement of 13 steam-turbine LNG carriers starting in FY2022. Concurrently, newer, more efficient LNG carriers are being introduced. Key milestones in this programme include:

- *Seri Damai* and *Seri Daya* featuring X-DF propulsion systems that provide superior energy efficiency.
- Seven consortium-owned LNGCs to QatarEnergy, including two fully operated by MISC, delivered in 2025, incorporating enhanced performance and reduced emissions.

### Ammonia Propulsion Marine Vessel

In September 2025, MISC and Samsung Heavy Industries (SHI) received Approval in Principle (AiP) from Bureau Veritas Marine & Offshore (BV) for the pioneering design of the world's first ammonia-fuelled LR2 tanker powered by Proton Exchange Membrane Fuel Cell (PEMFC) technology. The AiP affirms the technical feasibility of the concept and its initial conformity with relevant rules, industry codes and standards.

The AiP was granted under a strategic Joint Development Project involving MISC, SHI and BV. The collaboration focuses on the design and development of a large-scale commercial vessel that incorporates PEMFC technology developed by Vinssen, integrated with an Ammonia Cracking System (ACS) engineered by Panasia Co. Ltd. This advanced vessel concept is designed to deliver full-scale power for propulsion, cargo operations and onboard energy requirements, significantly extending the application of such technologies beyond their previous use in small vessels or as auxiliary power sources.

In addition, through a collaboration agreement between AET, ALAM and WinGD, we are strengthening training and competency to ensure the safe operations of vessels equipped with ammonia dual-fuel engines and other emerging maritime technologies. In 2025, a total of 74 crew members completed the Ammonia Basic Training programme at ALAM.

## DECARBONISATION PATHWAY

### Methane Monitoring

To address methane slip in our LNG dual-fuel vessels and enhance the accuracy of vessel emissions monitoring, we made a strategic investment in Daphne Technology (Daphne) in 2021. Through this investment and partnership with Daphne, we have successfully installed "PureMetrics" technology by Daphne on four AET vessels. This innovative solution enables the capture of precise emissions data from our LNG dual-fuel vessels, allowing us to assess methane slip levels and other emissions performance metrics. By leveraging these insights, we aim to optimise vessel operations and continue advancing our shipping decarbonisation efforts. In 2025, we continued the testing and calibration of the solution on AET vessels.

### Dual-fuel Vessels

With the signing of two newbuild LNG dual-fuel Suezmax tankers in 2025, AET will have dual-fuel capability in all the tanker sectors it operates in – Aframax, DPSTs, Suezmaxes and Very Large Crude Carriers (VLCCs). In 2026, AET also signed a newbuild contract for its first hybrid-electric ethanol-ready dual-fuel DPST in addition to three existing ammonia dual-fuel tankers to be delivered from 2028 further strengthening transition-ready fleet capabilities.

The Group will continue to invest in LNG and ammonia dual-fuel vessels, while also evaluating the potential deployment of ethanol dual-fuel vessels.

### Emissions Reduction Initiatives

As part of our near-term measures to reduce GHG emissions, we are implementing a range of emissions reduction initiatives across our existing fleet to improve emissions intensity performance to comply with the IMO regulatory requirements. These measures include:

- Operational Efficiency**
  - **Hull and Hydrodynamic Efficiency:** Enhance hull efficiency and improve hydrodynamic performance through regular hull cleaning, propeller polishing and application of advanced hull coatings to reduce biofouling.
  - **Fleet Optimisation:** Enhance vessel performance through initiatives such as improving vessel deployment and operating speeds, balancing STS and long-haul routes, practising Just-in-Time arrival and utilising weather routing software.
  - **Energy Efficiency in LNG Carrier Operations:** Improve energy efficiency for LNG carriers by maximising 100% gas-burning operations using boil-off gas and reducing fuel consumption through single-boiler operation during long idle periods.
  - **Fuel Performance Enhancement:** Enhance fuel efficiency and improve combustion performance through the integration of advanced fuel additives and use of a fuel optimisation software for the petroleum fleet.
  - **Fleet Digitalisation:** Pilot deployment of an advanced high-frequency data acquisition and analytics platform to enable real-time vessel performance monitoring and data-driven operational decision-making that optimises efficiency and reduces emissions.
  - **Stakeholder Engagement:** Implement collaborative awareness and engagement programmes with charterers and internal teams to support fuel optimisation, effective voyage planning and speed management, including maximising the use of boil-off gas.

## DECARBONISATION PATHWAY

Computational Fluid Dynamics (CFD) studies are fundamental in assessing and identifying suitable energy-efficiency enhancements for our vessels. MISC engaged with DNV to conduct a CFD study, where a range of technologies has been identified for implementation, together with projected fuel consumption savings. These enhancements will be progressively installed across the fleet, reinforcing our commitment to optimising energy efficiency and reducing GHG emissions. Some of the initiatives arising from the CFD study are listed below.

### 2

#### Retrofit Technologies

| Technologies   | Actions in 2025   |
|--|---|
| Installation of Propeller Boss Cap Fins to enhance hydrodynamic performance and support improvements in fuel efficiency.   | Installed on two petroleum tankers, i.e., <i>Eagle Hamilton</i> and <i>Eagle Helsinki</i> .   |
| Deployment of graphene-based propeller coatings to minimise surface roughness, achieve ultra-low friction and enhance propulsion efficiency, resulting in projected fuel savings.                  | Completed a trial application on one petroleum tanker, <i>Eagle Helsinki</i> .  |
| Implementation of ultrasonic antifouling technology, utilising ultrasonic waves to inhibit marine growth on propellers, thereby enhancing vessel efficiency and reducing maintenance requirements. | Installed on four petroleum tankers, i.e., <i>Eagle Paulinia</i> , <i>Eagle Helsinki</i> , <i>Eagle Paraiso</i> and <i>Eagle Pilar</i> .  |
| Installation of Mewis Ducts that help propellers operate under improved hydrodynamic conditions.   | Installed on two LNG carriers, i.e., <i>Seri Ayu</i> and <i>Seri Alam</i> and two petroleum tankers, i.e., <i>Eagle Paraiso</i> and <i>Eagle Pilar</i> .  |
| Exploring the use of Wind-Assisted Propulsion Systems (WAPS) to harness wind energy and generate aerodynamic forces to reduce engine load and fuel consumption.                                    | Collaborated with the Global Centre for Maritime Decarbonisation under the Pay-As-You-Save framework to evaluate the technical, commercial and governance aspects of WAPS. Discussions are underway regarding financial models, legal terms and project governance. |

## DECARBONISATION PATHWAY

#### Agreement to Develop the World's Longest-Range Hybrid-Electric Vessel

In 2025, AET and Fleetzero entered into an agreement to develop the world's longest-range plug-in hybrid-electric vessel. Under this agreement, one of AET's Lightering Support Vessels (LSVs) will be retrofitted with a plug-in hybrid-electric system. The vessel is expected to operate primarily on battery power, reducing greenhouse gas emissions by approximately 82% compared to conventional LSVs on a tank-to-wake basis. Based on AET operational and Fleetzero performance assumptions, the vessel is estimated to avoid around 1,220 tonnes of GHG emissions annually, while significantly reducing fuel consumption and maintenance costs and maintaining high safety standards. As of early 2026, the project remains on schedule.

#### Conversion to LED Lights

MHB continued its programme to replace conventional lighting with LED lights. As of December 2025, a total of 881 conventional lighting units across our yard had been upgraded to LED lights.

In addition, our ALAM campus transitioned from fluorescent lighting to energy-efficient LED fixtures, with a total of 83 units installed during the year. This upgrade is expected to reduce electricity consumption, lower utility costs and enhance overall lighting quality across the campus.

#### Motion Sensors

At the ALAM campus, a total of 47 motion sensors were installed in high-traffic and high-energy-use areas, particularly in restrooms, to enhance user convenience, improve hygiene and promote energy efficiency.

These sensors automatically regulate lighting and ventilation systems, ensuring energy is consumed only when spaces are occupied. This initiative enhances hygiene and user comfort while significantly reducing unnecessary electricity consumption. The deployment of motion sensors reflects ALAM's continued commitment to responsible energy management, operational efficiency and sustainable campus operations.

#### GHG Removal

As the industry evaluates a range of alternative and future fuel pathways, carbon capture technologies can play a supportive role by preventing the release of GHG emissions into the atmosphere arising from the use of conventional fuels during operations. By capturing GHG emissions that cannot yet be fully eliminated, carbon capture technologies complements the longer-term decarbonisation strategy.

A feasibility study has been completed to assess technology suitability, define design parameters and evaluate commercial viability for full-scale implementation. Several potential carbon capture technology providers have been identified and assessments are ongoing to determine suitable vessel(s) for a pilot project.

#### Low/Zero-Carbon Offshore Assets

The GHG emissions from our offshore assets contribute to our Scope 3 emissions, and we continue to explore and adopt emissions-reduction initiatives through strategic partnerships with our customers as part of our commitment to achieving net-zero GHG emissions by 2050.

## DECARBONISATION PATHWAY

### Renewable Energy and Lower-Emission Fuels

The adoption of lower-emission fuels such as biofuel and ethanol, together with the integration of renewable energy and increased use of electricity, will further reduce GHG emissions associated with our operations. A diversified energy portfolio enhances the sector's resilience by reducing reliance on any single fuel source, while also improving flexibility and adaptability in response to evolving energy markets and technological advancements.

### Cold Ironing Initiative

At our facility in Galveston, Texas, our AET Offshore team continues to use onshore electrical power supply as an alternative fuel source instead of burning fuel onboard our LSVs when docked. This has resulted in an estimated 89% GHG emissions avoidance in 2025 and eliminated noise onboard, thereby helping to create a healthier working environment for our LSV crews.

### Alternative Fuels

This year, we continued the use of biofuel in our bunker mix as we transition towards low-carbon operations. At AET, approximately 3,169 tonnes of biofuel were utilised in 2025, allowing us to improve our vessels' CII ratings and achieve GHG emissions savings of approximately 1,607 tonnes.

Building on these efforts to decarbonise our operations, AET signed shipbuilding agreements in February 2026 with Dalian Shipbuilding Industry Corp. for a new 154,000-deadweight-tonne DPST. The vessel will incorporate an electric energy storage (EES) system and is being designed to be dual-fuel ethanol-ready. Delivery is planned for 2028, further strengthening our pathway toward lower-emission and more efficient shipping solutions.

In parallel, we are also evaluating the technical and operational feasibility of ethanol as a potential alternative fuel for both existing and newbuild DPSTs. In this regard, our Marine Services conducted a joint study with Wärtsilä and Raizen to assess the feasibility of utilising ethanol as a marine fuel for DPST operations.

### Solar Photovoltaic and Electric Vehicle Charging Stations Installation at ALAM



ALAM has implemented a large-scale solar photovoltaic (PV) system as part of its commitment to renewable energy adoption and carbon reduction. The installation comprises 632 kWp of solar panels deployed across five building rooftops, fully integrated into the campus's existing electrical infrastructure. The solar PV system is expected to generate approximately 800 MWh of renewable electricity annually, resulting in an estimated reduction of 400 tonnes of carbon dioxide (CO<sub>2</sub>) emissions per year.

Based on current operational performance, the solar PV installation contributes to average electricity cost savings of approximately RM11,200 per month, equivalent to about RM134,400 in annual utility savings.

In support of low-carbon mobility, the project also includes the installation of five electric vehicle (EV) charging stations, facilitating the adoption of environmentally sustainable transportation options within the campus.

Collectively, these initiatives reduce ALAM's overall environmental footprint, contribute to lower operational energy costs and enhance long-term energy resilience.

## DECARBONISATION PATHWAY

### Value Chain Reduction

MISC's net-zero emissions target by 2050 includes Scope 3 emissions in our value chain. Scope 3 emissions refer to indirect emissions arising from both upstream and downstream activities of our value chain. In the context of the shipping sector, Scope 3 emissions encompass the entire lifecycle of maritime activities, including the production and transportation of the fuels used by our ships, as well as the construction and maintenance of the vessels.

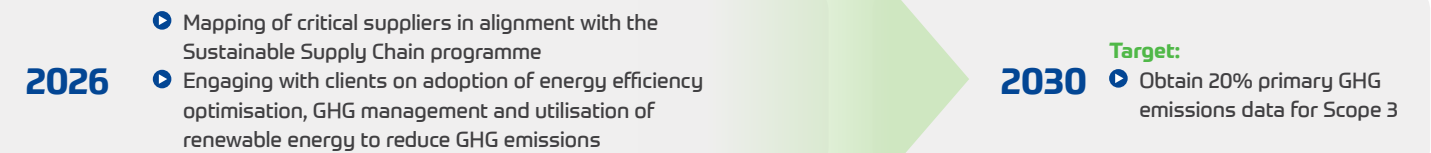
Reducing Scope 3 emissions necessitates collaboration across the entire shipping value chain. Addressing Scope 3 emissions requires collective action across the shipping value chain. This includes close collaboration with fuel suppliers, shipbuilders and other stakeholders involved in the production and delivery of goods and services that support maritime operations.

### Scope 3 Inventory, Target and Reduction Plan

We remain committed to addressing our Scope 3 emissions, recognising that meaningful progress is only achievable through close collaboration with our suppliers in managing their own emissions. Such partnerships are essential for us to realise our net-zero ambitions.

To initiate this effort, we conduct regular engagements with our suppliers to raise awareness and to better understand their gaps and challenges. Through these engagements, we will continue to enhance the quality of our Scope 3 inventory by increasing the collection of primary data from suppliers. Over time, we aim to identify suppliers with whom we can establish long-term partnerships and jointly develop emissions-reduction targets.

### Scope 3 Roadmap



Read more in the *Advancing A Sustainable Supply Chain* section.

### Beyond Value Chain Mitigation

Looking beyond our value chain is also a key building block for us to achieve our net-zero target. However, this will serve only as a secondary strategy to address residual emissions that cannot be eliminated through direct abatement measures. In line with best practices, only high-quality carbon credits certified under credible and internationally recognised standards will be utilised.

The Group is currently developing its carbon offset strategy roadmap, which will define our corporate ambitions for carbon offsets and outline our preferences regarding project types, market mechanisms, co-benefits, timelines and commercial considerations.

# GREENHOUSE GAS MANAGEMENT

# GREENHOUSE GAS MANAGEMENT

Effective GHG management enables MISC to comply with current and emerging regulatory requirements, thereby mitigating the risk of penalties and operational disruptions. Proactive alignment with regulatory developments remains critical to ensuring uninterrupted operations and maintaining industry competitiveness. Since 2016, MISC has measured, monitored and reported its Scope 1 and Scope 2 GHG emissions in accordance with the GHG Protocol and commenced the reporting of Scope 3 emissions in 2022.

## MISC GROUP GHG INVENTORY

The MISC Group's GHG inventory is prepared based on organisational boundaries determined in accordance with the GHG Protocol Corporate Standard's financial control approach. Under this approach, MISC is considered to have financial control over an operation when it has the authority to direct the operation's financial and operating policies and to derive economic benefits from its activities. Further details on reporting principles, data assumptions and emission factors are provided in the Additional Information section of this report.

### Scope 1 & 2

All direct GHG emissions arising from assets over which MISC has financial control are reported under the Group's Scope 1 emissions. Indirect emissions from the consumption of purchased energy on assets within MISC's financial control are reported under Scope 2 using grid-average emission factors of the electricity consumed during the reporting year (location-based method).

### Scope 3

MISC Group accounts for and reports material Scope 3 emissions according to the following definition:

- Top Scope 3 categories covering at least 67% of the total Scope 3 emissions. This threshold shall be applied at the business/entity level of MISC's core businesses i.e., shipping, offshore and heavy engineering
- Operational emissions from assets not accounted as MISC's Scope 1 and 2, which fall under the following Scope 3 categories:

#### Category 8

Upstream leased assets and facilities where MISC has no financial control.

#### Category 13

Downstream leased assets and facilities where MISC has no financial control.

#### Category 15

Investments not accounted for in MISC's Scope 1 and 2.

In 2024, we revisited our material Scope 3 categories to evaluate their relevance to our evolving operations. The following Scope 3 categories remain material to MISC based on the updated materiality assessment:

#### Category 1

(Purchased Goods and Services).

#### Category 3

(Fuel-and Energy-Related Activities).

#### Category 8

(Upstream Leased Assets) - In-chartered vessels where MISC is the commercial operator only (neither the vessel owner nor has technical control).

#### Category 13

(Downstream Leased Assets) - Leased offshore assets such as our FSOs and FPSOs which are owned by MISC but leased out to our customers.

#### Category 15

(Investments) - Vessels which are jointly owned by MISC and other parties, where MISC has equity ownership but does not have financial control.

In 2025, our Scope 3 GHG emissions account for 45% of the Group's total GHG (Scope 1, 2 and 3) and it is highly concentrated in two key categories namely; Category 13 (59%) and Category 3 (33%), which together account for approximately 92% of total Scope 3 emissions.

#### Category 13

The increase in this category reflecting the transition of one FPSO from partial to full operations contributes approximately 37% of total Scope 3 emissions for Offshore segment in 2025.

#### Category 3

These emissions represent upstream emissions associated with fuel and energy used in shipping operations.

Other categories:

#### Category 1

This category contributed to 3% of total Scope 3 emissions, which is mainly associated with operational activities from MHB.

#### Category 15

This category contributed to 1% of total Scope 3 emissions, representing emissions from JV assets under affiliate companies based on equity share.

#### Category 8

This category contributed to 4% of total Scope 3 emissions, which is mainly from chartered-in vessels.

## Carbon Intensity Measurement Metrics

We measure our carbon intensity using the Annual Efficiency Ratio (AER) metric, which is aligned with IMO's mandatory scheme on operational CO<sub>2</sub> reduction known as CII. AER measures a vessel's total CO<sub>2</sub> per unit of transport work (unit: gCO<sub>2</sub>/t-nm). Transport work is calculated by multiplying the vessel's deadweight by the distance travelled.

However, the AER metric only measures CO<sub>2</sub> and does not include other GHGs converted into CO<sub>2</sub> equivalent (CO<sub>2</sub>e). Therefore, in addition to AER, we also track and report our vessels' GHG performance in units of gCO<sub>2</sub>e per t-nm, which includes all relevant GHGs from our operations, i.e., CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. For our VLECs, which consume ethane as fuel, GHG from ethane (C<sub>2</sub>H<sub>6</sub>) is also included in the CO<sub>2</sub>e calculations.

## GHG Emissions Performance

MISC Group's total GHG emissions profile across 2023 to 2025, maintained a clear downward trend, reflecting operational optimisation and fleet activity management.

In 2025, total Scope 1 and 2 emissions decreased by 13.5%, compared to 2024, and 21% reduction compared to 2023. FY 2025 recorded the lowest total Scope 1 and 2 emissions over the past three reporting years, reflecting continued progress in operational efficiency and emissions.

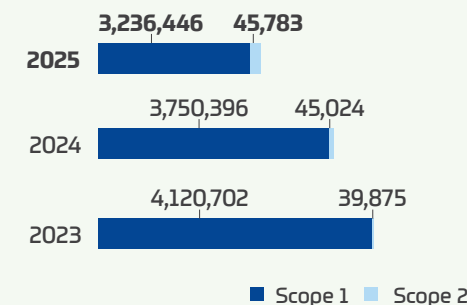
Within MISC Group's operational emissions, Scope 1 emissions remain the primary contributor to the Group's carbon footprint, accounting for approximately 98.6% of total Scope 1 and 2 emissions in 2025. These emissions are primarily driven by fuel combustion from shipping operations.

On the other hand, Scope 2 emissions, which came from purchased electricity at yard and building operations (non-shipping activities), contributed approximately 1.4% of total operational emissions in 2025.

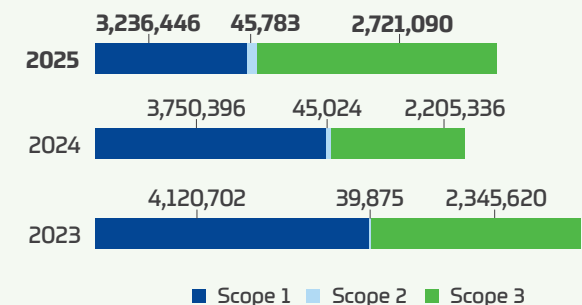
Scope 3 emissions accounted for approximately 45% of the Group's total GHG emissions, covering the material contribution of value chain activities to the overall carbon footprint.

The year-on-year increase compared to 2024 was primarily contributed by the increase in downstream leased assets and fuel- and energy-related upstream emissions.

Scope 1 and 2 GHG Emissions (tonnes CO<sub>2</sub>e)



Scope 1, 2 and 3 GHG Emissions (tonnes CO<sub>2</sub>e)

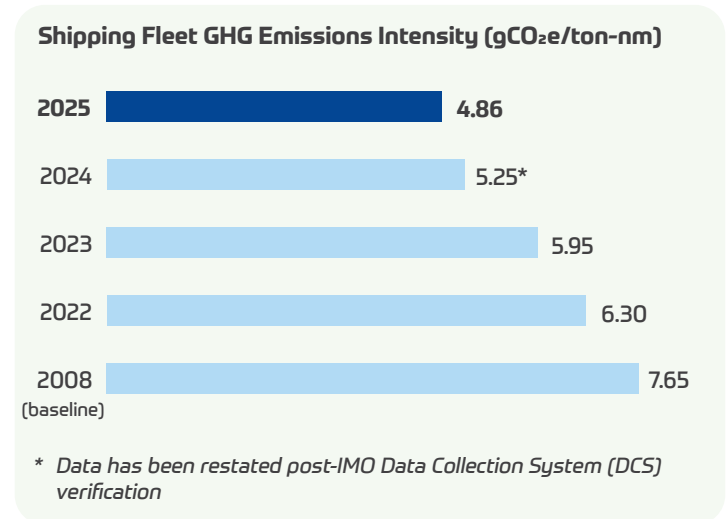


## GREENHOUSE GAS MANAGEMENT

### Shipping GHG Emissions Intensity

In 2025, the shipping fleet GHG emissions intensity improved by 36% compared to the 2008 baseline and by 7% compared to the 2024.

The improvement was supported by strategic fleet optimisation and deployment measures implemented during the year. While certain chartering and operational deployment decisions influenced sailing patterns and efficiency metrics, overall fleet performance remained aligned with the Group's 2025 targets and long-term decarbonisation trajectory.



Over the years, the improvement in shipping fleet GHG emissions intensity was also supported by the completion and continuation of several operational efficiency initiatives across the fleet. Key initiatives contributing to emissions reduction include:

- Energy-saving device installations and retrofits, including Propeller Boss Cap Fins (PBCF), Mewis ducts and ultrasonic anti-fouling systems selected vessels.
- Coating system enhancements implemented during scheduled dry dockings to improve vessel's hull performance.
- Voyage optimisation and Just-In-Time (JIT) arrival practices, progressively implemented to enhance sailing efficiency.
- Fleet optimisation, fleet rejuvenation and commercial redeployment strategies.

### GHG COMPLIANCE AND DRIVING DECARBONISATION WORKSHOP

On 16 September 2025, a landmark international workshop titled "Navigating the Future: Ensuring GHG Compliance and Driving Decarbonisation in Maritime Operations" was held at the Windsor Barra Hotel in Rio de Janeiro, Brazil. The event was organised by the Ministry of Transport Malaysia (MOT) and Jabatan Laut Malaysia (JLM) through the Institut Latihan Pengangkutan Laut (MATRAIN), in collaboration with the Brazilian Maritime Authority (BMA), MISC Berhad and the Penang Port Commission (PPC). The workshop served as a platform to promote global dialogue and cooperation in support of maritime decarbonisation and compliance with international greenhouse gas (GHG) regulations.

The programme was led by Marine Services, who emphasised the importance of collaboration between MISC, the Malaysia Marine Department (MMD), BMA and Latin American Flag Administration officers. The partnership underscored the value of knowledge exchange and open dialogue on the maritime sector's challenges in progressing toward the IMO's 2050 net-zero emissions target. The workshop convened 20 Flag Administration officers from across Latin America, reflecting the region's strong commitment to advancing greenhouse-gas compliance and sustainable shipping practices.

### ENERGY MANAGEMENT

The maritime sector is inherently energy-intensive, requiring substantial energy to operate vessels and to support maintenance and upgrading activities. Effective energy management is therefore essential to ensuring operational efficiency, optimising costs and reducing environmental impact. With increasing regulatory and stakeholder expectations to lower the industry's environmental footprint, the adoption of energy-efficient practices and the transition to low-carbon/alternative fuels have become key strategies for strengthening sustainability performance and maintaining compliance.

A key initiative in this regard is the attainment of ISO 50001:2018 Energy Management System certification for our GAS and Petroleum fleet. As part of the certification requirements, both internal and external audits are conducted annually to ensure ongoing compliance, identify areas for improvement and enhance operational efficiency.

To further support the implementation of energy-efficiency measures, we conduct regular training programmes for both seafarers and shore-based employees. Additional details on our energy management initiatives are provided in the section below.

## GREENHOUSE GAS MANAGEMENT

### Energy Audit

Energy audits were completed for AET and GAS on the vessels *Eagle Paraiba*, *Eagle Victoria*, *Seri Alam* and *Seri Bakti*. The audits, conducted by DNV and VesOPS, provided a comprehensive assessment of energy utilisation and management onboard. This included an evaluation of fuel consumption patterns, propulsion systems, energy-intensive operations, auxiliary systems and existing energy management practices. The phased approach enables detailed analysis and refinement of the audit methodology before it is applied to additional vessels.

Following the audits, Marine Services will review the findings to assess the feasibility of implementing the recommended technologies and efficiency measures on suitable candidate vessels. Once validated, these measures may subsequently be extended to sister vessels within the same class. The overall objective of this initiative is to identify opportunities to enhance energy efficiency through innovative technologies, operational improvements and industry best practices supporting the fleet's decarbonisation efforts while maintaining operational excellence.

### INITIATIVES ON ENERGY MANAGEMENT

Key initiatives undertaken within our shipping operations include:

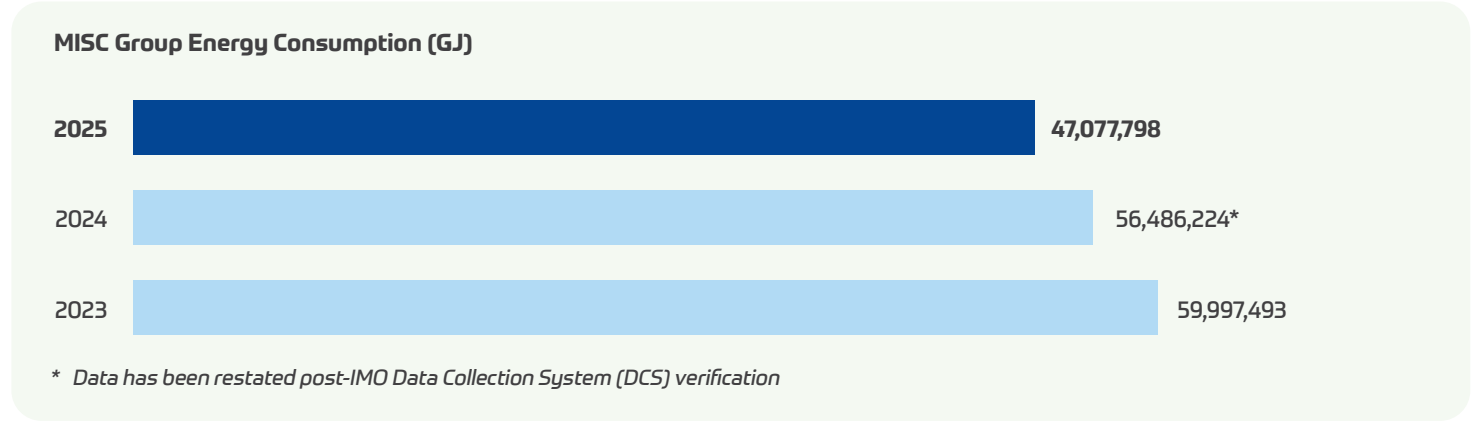
**Implementation of ISO 50001 controls**, encompassing the monitoring of energy consumption at discharge and loading ports, as well as the execution of audits and corrective actions in line with ISO 50001 requirements.

**Commercial and operational efficiency measures**, as outlined in the decarbonisation section, which collectively aim to reduce energy consumption while maintaining or enhancing operational output.

For our non-shipping operations, initiatives implemented include:

**Fuel consumption monitoring** within Marine Services to identify inefficiencies and implement corrective actions.

**Installation of energy-efficient lighting solutions**, including LED lighting and motion-sensor systems, at selected facilities within ALAM, MHB and FSUs.



# PROMOTING CIRCULAR ECONOMY

# PROMOTING CIRCULAR ECONOMY

**Our Commitment**

- Promote the elimination of waste and the circular use of resources
- Increase the usage of renewable resources

**Our Initiatives**

- Practise 4R – Refuse, Reduce, Reuse and Recycle (Waste-to-Value Concept)
- Practise ship recycling
- Greater utilisation of renewable resources

**Our Contribution to SDG**



Ensure sustainable consumption by promoting a circular economy (eliminating waste and ensuring the circular use of resources) and sustainable procurement practices



## SHIP RECYCLING

The average operational lifespan of vessels is typically between 20 and 25 years. As vessels approach the end of their service life, they generally become less efficient and not cost-effective to operate and maintain. At this stage, vessels are either recycled or repurposed.

Ship recycling is essential in supplying the steel and iron industries with high-quality scrap metal, reducing reliance on virgin metal extraction and associated mining activities. Ships contain iron that is approximately 90% recyclable and the use of scrap steel in place of iron ore in steel production significantly lowers greenhouse gas emissions. Energy consumption in steelmaking is also reduced by around 70% when scrap steel is used instead of iron ore. Recycling steel from end-of-life vessels therefore contributes to sustainability by lowering air and water pollution, conserving natural resources and reducing overall energy demand.

The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (The Hong Kong Convention) establishes achievable and sustainable standards for ship recycling and is driving positive change within the industry. The Convention came into force on 26 June 2025, providing a global regulatory framework for the safe and environmentally sound recycling of ships. It includes enforcement mechanisms covering ship recycling processes as well as the certification requirement for operation of ship recycling facilities.

The shipping industry is unique in that most vessels are custom-built to meet specific operational requirements, particularly for time-chartered vessels where specifications are tailored to customer needs. Consequently, vessels are typically deployed over termed charter and their lifespans, generally between 20 to 25 years, after which they are either scrapped or repurposed.

Collaboration with suppliers across the value chain is essential to ensuring traceability of waste generated, recycled and reused. We work closely with our suppliers to minimise waste at source, promote the reuse and recycling of materials for alternative applications and ensure disposal is undertaken only when necessary.

MISC supports the transition towards a circular economy through the implementation of the following key initiatives.

## MISC Group Ship Recycling Policy and Guidelines

The MISC Group has established its Ship Recycling Policy and Guidelines to define Group-wide principles, requirements and procedures for conducting ship recycling activities in a safe, responsible and environmentally sound manner. In 2025, the Ship Recycling Guidelines were revised to align with the Hong Kong Convention, which came into force on 26 June 2025. The Guidelines encompass four key areas:

**Ship Construction/Conversion Stage**

- Construction of new ships with zero or minimal use of hazardous materials
- Development of ship-specific Inventory of Hazardous Materials (IHM)

**Ship Operations Stage**

- Generating minimal hazardous substances and waste onboard each ship
- Removing hazardous substances in a controlled manner and replacing them with non-hazardous material if practical whenever repairs or maintenance are carried out on equipment
- Producing and maintaining a ship-specific IHM for each existing ship in our fleet

**Ship Disposal Stage**

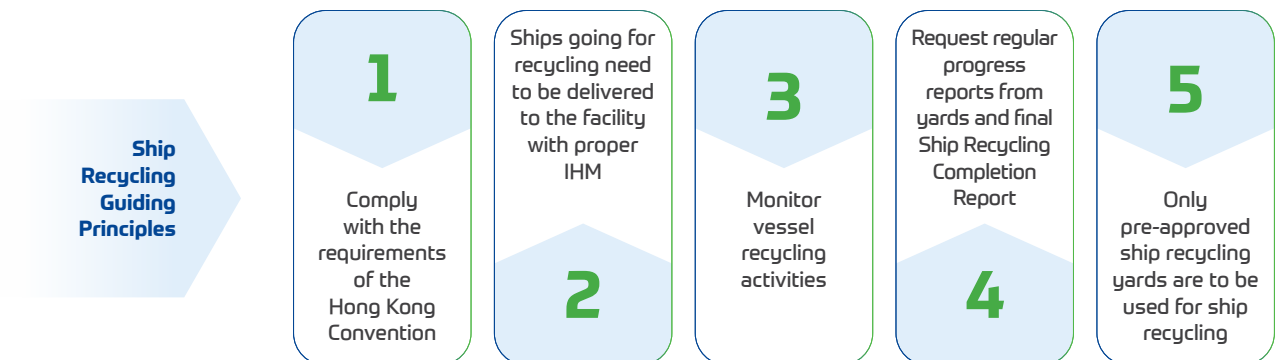
**Sale of Ship for Further Trading**

- Updating the ship's IHM and handing it to the intermediaries before the sale of the ship
- Sale contracts state that vessels are not intended for recycling
- In the event a vessel is recycled within a defined post-sale period, buyers are obligated to comply with MISC's Ship Recycling Guidelines and Hong Kong Convention or the EU Ship Recycling Regulation to ensure safe and environmentally sound recycling practices

**Sale of Ship for Recycling**

- Ship recycling or ship breaking activities have to be carried out at the premises of the Hong Kong Convention/EU Ship Recycling Regulation-full compliant certified yards
- A Ship-specific Recycling Plan shall be developed by the Ship recycling facility prior to any recycling of a Ship. The approved Ship Recycling Plan shall be developed in accordance with IMO's Guidelines for the Development of Ship Recycling Plan

Specifically, the MISC Group Ship Recycling Guidelines embed social and environmental responsibilities to ensure that ship recycling activities are carried out safely and responsibly. The Guidelines set out key principles that must be observed during ship recycling operations, reinforcing the Group's commitment to sustainability, worker welfare, rights and safety, as well as environmental stewardship. Responsible ship recycling is critical in preventing the release of hazardous materials during dismantling processes, which could otherwise pose significant risks to the environment and biodiversity.



## PROMOTING CIRCULAR ECONOMY

### MISC Group Ship Recycling Yard Assurance Programme

In 2025, MISC conducted an assurance programme covering 13 ship recycling facilities (SRFs), comprising of both desktop and on-site assessments for SRFs in India and Bangladesh. The objective of the programme was to evaluate the SRFs' capability to implement safe and sustainable recycling practices, maintain appropriate facilities and infrastructure and uphold stringent worker safety standards. Following this assessment, we updated our list of preferred ship recycling yards to include only those that fully comply and certified with either or both the Hong Kong Convention and the European Union Ship Recycling Regulation.

To ensure continued compliance and alignment with best practices, we also conduct periodic reviews of the European List of ship recycling facilities, in accordance with EU SRR 1257/2013, further reinforcing our commitment to ethical, safe and environmentally responsible ship recycling.

### WASTE MANAGEMENT

At MISC, we remain committed to responsible waste management across our vessels, assets and premises. To drive progress, we established 4R targets for hazardous, non-hazardous, paper and plastic waste, with the aim of achieving these targets by 2025.



To support the achievement of our established targets, a range of 4R practices has been implemented across our operations to minimise environmental impact and conserve natural resources. The programmes and initiatives underpinning this commitment are detailed in the following section.

### Waste Management at Sea

Waste management at sea is governed by the International Convention for the Prevention of Pollution from Ships (MARPOL). The majority of waste generated onboard our vessels is transferred to shore-based reception facilities for recycling, treatment, recovery, or disposal. Waste that cannot be sent ashore is incinerated onboard using approved shipboard incinerators, while food waste is discharged at sea in accordance with the requirements of MARPOL Annex V.

Despite key challenges, such as the limited availability of alternatives to single-use plastic packaging and port restrictions that still require hard-copy documentation, ongoing measures and strategies are being implemented to minimise plastic and paper waste generation and to enhance circularity across our operations.

For plastic waste management, we continue to advance our efforts to reduce single-use plastics by introducing measures such as replacing bottled drinking water with water filtration system and encouraging crew members to use reusable water bottles.

## PROMOTING CIRCULAR ECONOMY

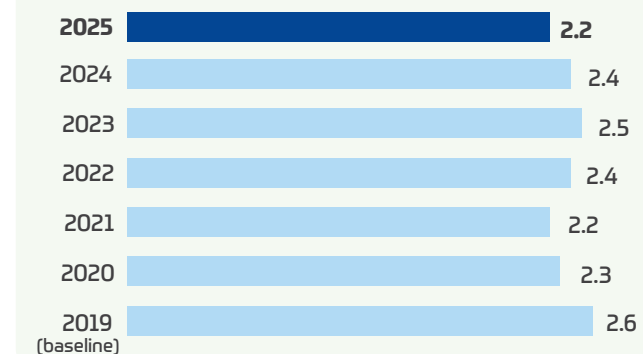
Suppliers are also encouraged to adopt bulk packaging and utilise reusable materials. Other key initiatives include:

- Replacing plastic shrink wrap for boiler suit packaging with reusable woven fabric bags, which can also be repurposed by crew members for storage.
- Reviewing procurement contracts to incorporate clauses that promote the reduction of plastic packaging for supplies and spare parts.
- Procuring cooking oil in bulk to minimise packaging waste.
- Encouraging suppliers to transition from plastic shrink wrap to biodegradable alternatives.
- Recycling printer ink cartridges.
- Exploring take-back and reuse systems for chemical containers.

In 2025, plastic waste for shipping operations reduced by 8% compared to 2024 and 12% compared to 2023, reflecting a continued downward trend. As of 2025, a 15% reduction has been achieved against the 2019 baseline, compared to the 27% reduction target set for 2025.

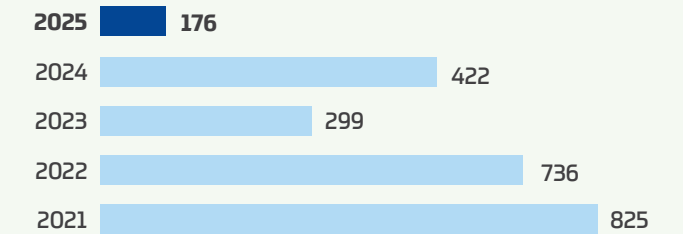
While this progress demonstrates sustained improvement, it remains below the 27% reduction target set for 2025. Recognising the gap, our shipping business is currently reviewing the strategy and target to ensure alignment with current operational conditions and challenges, with the aim of driving sustained improvements across its operations.

### Target 1: Plastic Reduction at Shipping Operations (m<sup>3</sup>/vessel/month)



For the Offshore operations, we achieved 78% reduction compared to the average generation 2021–2022 baseline which is above the 19% reduction target set for 2025. This performance demonstrates Offshore's commitment to driving substantial reductions in plastic waste generation.

### Target 1: Plastic Reduction at Offshore (kg/month)

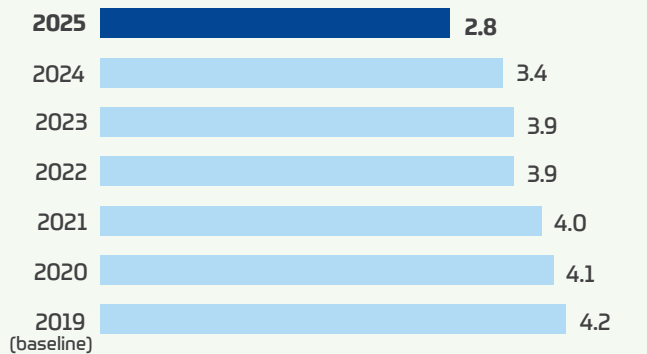


To support paper reduction, we have introduced digital solutions to replace paper-based processes onboard our vessels. The permit-to-work (PTW) process has been digitalised through the implementation of the SOL-X system, is actively used on 73% of vessels in our fleet as of December 2025. These initiatives have reduced paper consumption while enhancing the efficiency and transparency of PTW tracking and documentation.

In addition, tablets have been introduced for daily electronic documentation, including forms and checklists. We have also implemented electronic manuals across our fleet through the Integrated Document Management System, encouraging employees to reference digital manuals and minimise the need for printed materials.

In 2025, paper consumption at shipping operations reduced by 18% compared to 2024 and achieved a 33% reduction against the 2019 baseline. While the 40% reduction target has not yet been fully achieved, the consistent downward trend demonstrates efforts to optimise paper usage and advance digitalisation initiatives across vessels show progress.

### Target 2: Paper Reduction at Shipping Operations (ream/vessel/month)



## PROMOTING CIRCULAR ECONOMY

### Waste Management at Shore

Waste management at our shore operations is managed according to the waste hierarchy. Waste avoidance and reduction practices are prioritised in operations and final disposal to landfills is the least preferred method.

### Hazardous Waste

During the year under review, MHB generated 23,835.14 metric tonne (MT) of hazardous waste, of which approximately 99.8% was recycled, reused, or recovered. This performance enabled MHB to maintain a recycling rate well above its minimum hazardous-waste recycling target of 95%.

At MHB, a total of 13,462.93 MT of copper slag waste from blasting activities was generated, with usage driven largely by project requirements. Copper slag, a by-product of the copper smelting process, is commonly utilised as an abrasive material and as a substitute for fine aggregates in the cement industry.

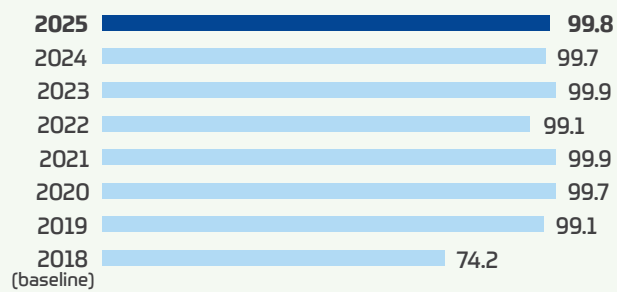
MHB has initiated a collaboration with a local cement manufacturer whereby copper slag is purchased for use in our operations and the spent material is subsequently returned for co-processing. This initiative reflects the application of circular waste-management principles within our operations and supports more sustainable resource utilisation.

Other types of hazardous waste sent for recycling/reusing are contaminated containers, contaminated rags/filters/containers, oil-water mixture, waste oil, oil tanker sludge, spent inorganic acid, metal hydroxide and waste paints.

MHB has appointed more than ten prescribed premises with the latest waste management technology in hazardous waste treatment to manage the waste sent from our operations. As part of the assurance requirements, all prescribed premises were audited by the internal environment team to ensure compliance with the Environmental Quality Act (EQA) 1974.

In 2025, we achieved 99.8% 3R rate and consistently maintained our annual hazardous waste 3R rate above 95% as targeted for the Group.

### Target 3: Hazardous Waste 3R Rate (%)



### Non-Hazardous Waste

For non-shipping operations, waste reduction and recycling remained a priority through the segregation of recyclable materials, including paper, aluminium and glass, for delivery to designated recycling facilities. Wooden pallets were returned for reuse as part of our circular economy practices. Waste segregation at source was further improved to increase recycling efficiency and assessments of alternative packaging materials are ongoing to reduce reliance on single-use plastics.

Since 2018, we have progressively phased out disposable plastic drinking bottles at company-organised meetings and events, replacing them with reusable non-plastic or biodegradable alternatives where feasible. Other single-use plastic items, including cups, containers and cutlery, have likewise been systematically removed from our operations.

At MHB, we established the Trash-to-Cash Centre (TTC) to encourage non-hazardous waste recycling among employees. Since its implementation, non-hazardous waste management has improved significantly within our operations. Paper, aluminium, glass and plastics are systematically segregated from general waste and collected at the TTC before being sent to external recycling centres.

### Wooden Pallets

Wooden pallets are repurposed for operational use in warehouses and workshops within the MHB yard, with an estimated 58.05 MT reused during the year.

In 2025, MHB generated 2,188 MT of non-hazardous waste, of which 178.94 MT (approximately 8%) was recycled. At AET Offshore's operations, rubber pallets, metals and domestic waste generated are either reused and recycled. Pallets deemed unsuitable for further use are segregated and sent off-site for recycling into other value-added products. At present, 100% of wooden pallets, rubber pallets, metals and domestic waste generated by AET Offshore are either reused or recycled.

### DURAGRIT®

Furthermore, MHB continues to supply spent crushed glass abrasives known as DURAGRIT® to the construction industry as an alternative to sand for road construction. Prior to approval for reuse, DURAGRIT® was sent to the Standard and Industrial Research Institute of Malaysia (SIRIM) for hazardous, toxicity and carcinogenicity testing in compliance with Regulation 7 (1) of the Environmental Quality (Scheduled Waste) Regulation 2005. The material was confirmed to be free of hazardous properties and granted exemption from classification as scheduled waste.

### Organic Waste

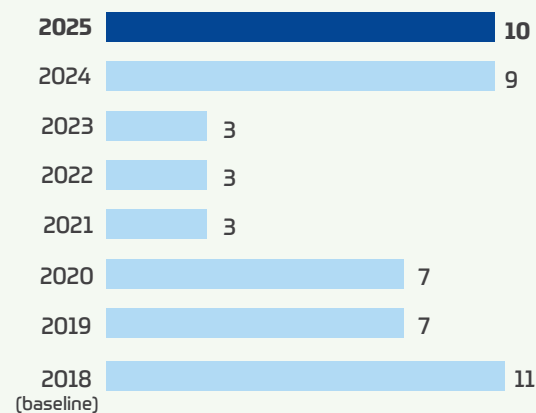
MHB has introduced a food composting initiative to manage food waste generated by canteen operators and employees. In 2025, the food composting machine at MHB's canteen has successfully diverted 9.61 MT of food waste from landfill, supporting the Group's broader waste minimisation and circularity objectives.

In addition, our two Floating Storage Units (FSUs) have commenced composting all food waste, processing approximately 500 kg per month. As a result, 100% of food waste generated by these FSUs is now recycled. This initiative is planned for expansion to another FSU, *Puteri Delima Satu*, in January 2026.

At ALAM and Wisma MISC, landscaping waste is sent to a waste composting facility as part of our efforts to meet the MISC Group's 70% 3R target by 2025.

Additionally, in September 2025, ALAM commenced sending its food waste to a third-party service provider specialising in organic waste management. Through this process, food waste is converted into protein feed and organic fertiliser, supporting a circular economy approach to waste management. This initiative aims to enhance environmental awareness among employees and students, minimise environmental impacts and reinforce ALAM's commitment to maintaining a more sustainable campus.

### Target 4: Non-Hazardous Waste 3R Rate (%)



In 2025, non-hazardous waste 3R rate increased by 11% compared to 2024.

Overall waste management performance demonstrated strong results in offshore plastic waste reduction and hazardous waste 3R rate where both exceed respective targets. Shipping plastic and paper reduction as well as the non-hazardous waste 3R rate for shore operations recorded continued improvements, although the 2025 targets were not fully achieved. Based on these outcomes and implementation insights, the Group is currently reviewing its waste reduction strategies and targets. This review aims to ensure that future commitments reflect operational conditions, technology availability, and implementation challenges, while supporting continued progress in improving waste management performance across the Group.

## PROMOTING CIRCULAR ECONOMY

### Other Waste Management Initiatives

In addition to the waste management initiatives outlined in the preceding sections, we have also implemented a range of complementary programmes in support of our broader 4R (Reduce, Reuse, Recycle, Recover) objectives. These efforts are designed to further minimise waste generation, optimise resource utilisation and enhance overall operational efficiency across the Group.

### Reducing Paper Consumption

At MISC, a digital signature application is utilised for internal documentation, with all related records maintained in digital form. This initiative reduces reliance on hard-copy documents while enhancing efficiency and streamlining the approval process.

85,504 kg  
of wood



2,101 m<sup>3</sup>  
of water



200,698kg  
of carbon  
emissions reduced



13,894kg  
of waste  
eliminated



### Waste Awareness Campaign

#### “Trash the Trash” Beach Cleaning Event

As part of our ongoing commitment to environmental sustainability and the preservation of marine ecosystems, Sungai Udang Port Sdn. Bhd. (SUPSB), in collaboration with Malaysia Refining Company Sdn. Bhd. (MRCSB), organised the “Trash the Trash” Beach Cleaning Event 2025 on 25 July 2025 at the Temporary Project Jetty (TPJ) Coastal Area.

The initiative was aimed at enhancing awareness of marine conservation, responsible waste management and environmental stewardship, while also fostering employee engagement and community participation. Volunteers from both SUPSB and MRCSB demonstrated strong teamwork and commitment throughout the cleanup activities.

Collectively, participants removed 605.4 kg of waste, comprising 493 kg of plastic waste and 112.4 kg of mixed waste, including polystyrene, paper, rubber and other debris. This accomplishment highlights the shared dedication of both organisations to safeguarding coastal ecosystems and mitigating marine pollution.

Through this initiative, SUPSB aligned its efforts with the United Nations SDGs, particularly SDG 13: Climate Action, SDG 14: Life Below Water and SDG 15: Life on Land. The positive outcome

of the initiative highlights the value of working across entities and taking collective action to care for the environment and strengthen environmental stewardship across the MISC Group.

### Recycling

As part of our initiatives to conserve natural resources, we installed a fabric recycling bin at our headquarters to provide an avenue for our employees and the public to recycle or donate their unwanted fabrics. The collected fabrics are sent to the Life Line Clothing (LLC) Malaysia’s factory, where they are sorted and graded into wearable and unwearable categories. Wearable items are donated to charitable organisations or exported to developing countries, while unwearable materials are repurposed into cleaning products, recycled for fibre use, or converted into energy.

We worked with KLCC Holdings and POS Malaysia for this initiative and have collected more than 1,900 kg of fabrics, which is equivalent to around 48,000 kg CO<sub>2</sub> emissions avoided.

### KLEAN Reverse Vending Machine

The KLEAN Reverse Vending Machine (RVM) is an AI-enabled digital container deposit system that allows users to return empty plastic bottles and aluminium cans in exchange for reward points via the Klean Recycling Application, which can subsequently be redeemed for vouchers. All collected plastic bottles and aluminium cans are sent to KLEAN’s licensed recycling partners or facilities for further processing, enabling the materials to be repurposed or reused in manufacturing. This initiative is designed to encourage positive behavioural change among employees by promoting recycling through education and incentives, while maximising the recovery of plastic bottles and aluminium cans to prevent them from reaching landfills and, ultimately, the ocean.

These initiatives are integral to MISC’s circular economy and ESG commitments. By introducing the AI-based RVM and the ISO-approved fabric recycling bin, MISC provides convenient, incentivised avenues for employee participation in recycling.



## CONSERVING MARINE BIODIVERSITY



### Our Commitment

- Conserve and rehabilitate marine biodiversity by implementing the Group’s Heart of The Ocean Programme



### Our Initiatives

We introduced two signature marine biodiversity conservation initiatives under the Heart of The Ocean Programme:

- Mersing Islands Reef Conservation Initiative
- MISC-UMT SEATRU Sea Turtle Conservation Initiative

### Our Contribution to SDG



Responsibly traversing and protecting marine ecosystems by strengthening their resilience and taking action for their restoration to maintain ocean health

Given that our core business activities are predominantly conducted at sea, we recognise our responsibility to minimise the environmental impacts associated with our operations. As we transport energy globally and operate floating offshore assets across multiple regions, we acknowledge that our activities can affect the ocean and its biodiversity.

Accordingly, we remain committed to safeguarding marine ecosystems through targeted initiatives aimed at conserving marine biodiversity. Our efforts focus on supporting the sustainable management and protection of marine environments by enhancing ecosystem resilience and implementing restoration programmes where appropriate.

These commitments align with and contribute to the achievement of SDG 14: Life Below Water, reinforcing our dedication to responsible ocean stewardship across all areas of our maritime operations.

### OUR IMPACT ON MARINE BIODIVERSITY

As utilisation of the seas, oceans and coastal regions continues to expand, driven by activities such as marine shipping, fisheries, ocean tourism and offshore energy, the cumulative pressures on ocean health have intensified. In response, the concept of the Blue Economy has emerged to promote the sustainable use of ocean resources for economic growth, improved livelihoods, job creation and long-term ocean health.

As a leading global provider of energy-related maritime solutions and services, our operations are intrinsically linked to the ocean. Recognising this reliance, we have implemented a range of measures to minimise our environmental footprint and mitigate impacts on marine ecosystems.

Decarbonising our operations through various initiatives to achieve net-zero GHG emissions by 2050.

Ensuring all vessel discharges comply with MARPOL regulations and discharges are tracked and recorded. For engine room discharges, a bilge water management programme is implemented to reduce water/oil accumulation in the engine room.

Ensuring all vessels comply with IMO’s ballast water discharge standards to prevent marine alien species invasion into coastal areas through the use of Ballast Water Treatment Systems (BWTS).

Ensuring oil spills are prevented and in case of an incident, the oil is contained.

Ensuring careful navigation in Particularly Sensitive Sea Areas (PSSAs) as designated by the IMO.

Responsible ship recycling which is guided by the MISC Ship Recycling Policy.

Reviewing the environmental performance of each vessel in a structured manner through established processes. The implementation of environmental management plans (e.g., garbage, sewage, bilges and cargo residues) is regularly reviewed and any issues raised from internal audits are discussed and tracked to ensure effective closure.

## CONSERVING MARINE BIODIVERSITY

### BIODIVERSITY IMPACT ASSESSMENT

As a global shipping company that transports energy across seas, we are cognisant that our operations interact closely with marine ecosystems and coastal environments. MISC remains fully compliant with applicable IMO regulations and international conventions related to biodiversity protection, including complying to identified Associated Protective Measure in designated IMMO PSSAs and adherence to the IMO Ballast Water Management Convention to prevent the introduction and spread of invasive alien species. These measures support our commitment to responsible marine operations and alignment with emerging nature-related risk management practices.

Recognising the potential impacts that such activities may have on the oceans we traverse, we undertook an assessment to evaluate our potential biodiversity impacts across both our shipping and non-shipping assets as part of our broader commitment to responsible operations.

In the absence of an established biodiversity impact assessment framework specifically designed for mobile assets such as vessels, this assessment was conducted proactively to deepen our understanding of potential biodiversity impacts and to strengthen our ability to identify, manage and mitigate nature-related risks. To ensure a science-based approach, the assessment leveraged the Integrated Biodiversity Assessment Tool (IBAT) alongside Important Marine Mammal Areas (IMMA) data developed by the International Union for Conservation of Nature (IUCN) Marine Mammal Protected Areas Task Force, enabling us to identify sensitive areas and potential interactions across our global operational footprint.

For our shipping operations, vessel routes were systematically mapped and overlaid against Key Biodiversity Areas (KBAs), including Protected Areas, World Heritage Sites, Alliance for Zero Extinction sites

and areas associated with species listed on the IUCN Red List. Using the Integrated Biodiversity Assessment Tool (IBAT), this spatial analysis enabled the generation of impact reports that provide visibility on where our global shipping footprint intersects with areas of high biodiversity value. In addition, vessel routes were also overlaid with Particularly Sensitive Sea Areas (PSSAs) and IMMAs to identify potential interaction risks with sensitive marine ecosystems and marine mammal populations.

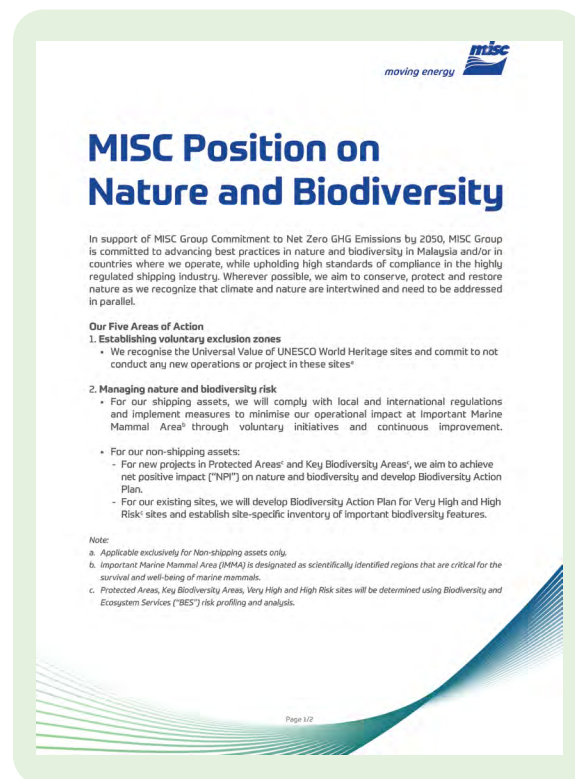
For non-shipping assets, the geographical coordinates of onshore facilities were input into IBAT to generate biodiversity impact reports, allowing us to assess proximity to and potential interactions with nearby biodiversity-rich or sensitive areas.

In addition to measures established under the SOLAS and MARPOL Conventions to mitigate environmental risks and safeguard vulnerable ecosystems, the IMO has introduced Associated Protective Measures to address potential risks when vessels transit through PSSAs. Although not all IMMAs are formally designated as IMO PSSAs, MISC adopts a precautionary and risk-based approach in managing potential biodiversity impacts. This includes the implementation of voluntary initiatives within our operational control to minimise adverse impacts on marine ecosystems and marine mammal populations.

MISC is exploring collaborative efforts with biodiversity-focused organisations to enhance biodiversity conservation and minimise environmental impacts.

During the year under review, we also recorded zero non-compliance with regards to biodiversity impacts from shipping and non-shipping operations.

As part of our ongoing journey to strengthen biodiversity conservation, we are taking steps to formalise our approach to nature and biodiversity conservation. We have formalised MISC Position on Nature and Biodiversity Commitment, which received Board approval in early 2026. This position provides a unified framework to guide how we identify, manage and mitigate nature-related risks and impacts across our operations. Its establishment represents a significant step forward in integrating biodiversity considerations into our organisational decision-making and underscores our ongoing commitment to responsible operations and long-term nature stewardship.



## CONSERVING MARINE BIODIVERSITY

### MISC GROUP HEART OF THE OCEAN PROGRAMME



The Heart of The Ocean programme was launched in 2020 under the Biodiversity Conservation strategic initiative, as part of the MISC Sustainability Strategy. The programme reaffirms our commitment to the sustainable use of ocean resources and the protection of marine biodiversity, in alignment with SDG 14: Life Below Water. Heart of the Ocean represents a strategic investment that complements the operational measures already in place to mitigate our impact on marine ecosystems.

Under the Heart of the Ocean Programme, two flagship marine biodiversity conservation initiatives have been established:

• Mersing Islands Reef Conservation Initiative

• MISC-UMT SEATRU Marine Sea Turtle Conservation Initiative

#### Key Highlights of the Heart of the Ocean Programme (5-year Summary)

##### Ecosystem and Organism



- Surveyed 36 coral reef sites, contributing to a more holistic overview and database of reef health status in the Mersing Islands
- Established 3 coral rehabilitation sites
- Installed 35 mooring buoys at the Mersing Islands for sustainable tourism
- Achieved an average annual sea turtle nest-hatching success rate of 69%
- Conserved a total of 8,620 sea turtle nests
- Established 3 recycling programmes at the Mersing Islands and 1 recycling corner at Chagar Hutang
- Collected 11,952 kg of trash from land and underwater

##### People



- Engaged 6,000+ individuals through awareness and training programmes on marine resource management and tourism-based supplementary livelihood
- Significantly improved the facilities at the Turtle Research Station at Chagar Hutang
- Fostered the participation of more than 300 employees in the Employee Participation Programme since 2021

### The Star ESG Positive Impact Awards 2024

MISC Berhad received the Gold Award in the Biodiversity Conservation category at The Star ESG Positive Impact Awards 2024, following Silver Awards in 2023 and 2022. The award acknowledges sustained efforts to conserve marine biodiversity through the Heart of the Ocean Programme and reflects a consistent focus on responsible environmental stewardship across the Group.



### Asia ESG Positive Impact Awards 2025

MISC Berhad was recognised with the Bronze Award in the Biodiversity Conservation category at the inaugural Asia ESG Positive Impact Awards 2025. This marks our first recognition in this regional awards series and affirms the progress we are making in enhancing marine biodiversity and advancing responsible environmental stewardship across our operations.



## CONSERVING MARINE BIODIVERSITY

### MERSING ISLANDS REEF CONSERVATION INITIATIVE

The Mersing Islands Reef Conservation Initiative under the Heart of the Ocean Programme is a five-year collaboration with our partner, Reef Check Malaysia (RCM), which focuses on:



**Coral Reef Conservation and Management**



**Plastic Waste**

Our collaboration with RCM is focused on enhancing ocean health through coral reef conservation, strengthening reef resilience and reducing marine plastic pollution. The Mersing Islands initiative is implemented through a multi-stakeholder approach, engaging local communities, tourism operators, academic institutions, government authorities, the Department of Fisheries and local businesses to ensure sustainable and inclusive conservation outcomes.

**MISC committed a total contribution of RM1.25 million to the Mersing Islands Reef Conservation initiative over a five-year implementation period (2020–2025)**

#### Key initiatives implemented:

- ▶ Reef surveys
- ▶ Reef rehabilitation
- ▶ Reef clean-up
- ▶ Reef monitoring and maintenance
- ▶ Reef mapping
- ▶ Green fins engagement
- ▶ Recycling programmes on islands
- ▶ Stakeholder training in participatory management
- ▶ Entrepreneurship training
- ▶ Eco-snorkel guide training
- ▶ Beach clean-ups
- ▶ School and community awareness programmes

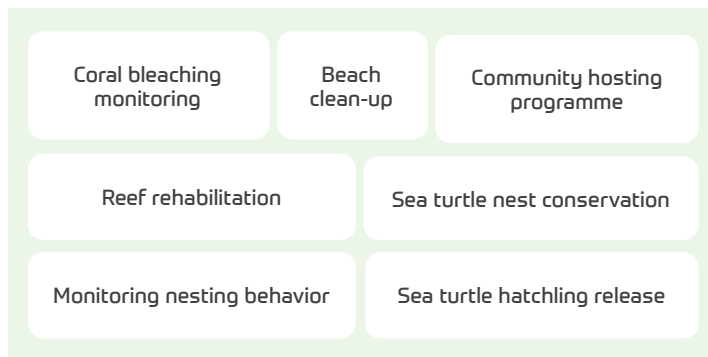
### Employee Participation Programme (EPP)

To support the Mersing Islands Reef Conservation Initiative, we have integrated employee participation and volunteerism through the Employee Participation Programme (EPP). Launched in 2021, this annual initiative provides employees with an opportunity to engage in environmental conservation efforts, enhance environmental awareness and contribute positively to local island communities.

Over five years, more than 300 employees supported conservation efforts at the Mersing Islands and Chagar Hutang through volunteering programmes led by Group HSSE and Marine Services.

#### EPP Activities

Among EPP activities conducted during the programme implementation are:



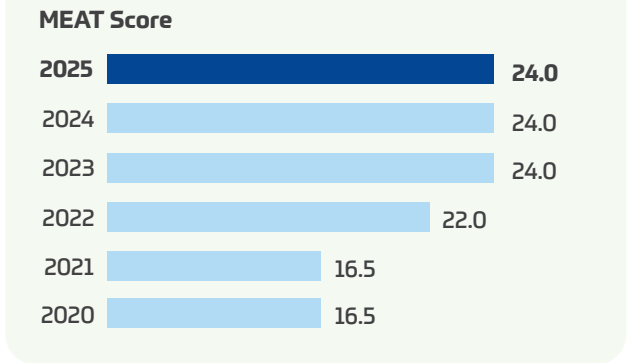
### Marine Protected Area Management Effectiveness Assessment Tool

Since 2020, the Management Effectiveness Assessment Tool (MEAT) has been utilised to evaluate the effectiveness of conservation activities implemented within the Mersing Islands marine parks, supported through MISC's sponsorship to enhance the management of these protected areas.

The assessment covers key dimensions including governance policies, management structure, regulatory frameworks, enforcement practices, performance monitoring and the ecological and socioeconomic impacts of conservation efforts. Insights derived from the assessment enable the identification of gaps requiring targeted interventions.

In 2025, the MEAT score remained at 24, which is an excellent rating for MPA management at Mersing islands.

## CONSERVING MARINE BIODIVERSITY



### MISC-UMT SEATRU SEA TURTLE CONSERVATION INITIATIVE

Sea turtles are a threatened species, facing a high risk of extinction primarily due to human-induced habitat degradation. They remain vulnerable to ocean pollution throughout their life cycle, from eggs and hatchlings to juvenile and adult stages.

In recognition of the urgent need to protect these species, Marine Services has established a partnership with UMT-SEATRU (Universiti Malaysia Terengganu – Sea Turtle Research Unit). This collaboration focuses on three strategic areas, detailed in the following sections.

MISC has contributed a total of RM300,000 over the five-year duration of the MISC-UMT SEATRU Sea Turtle Conservation initiative.

#### Research Station Improvement/Upgrading Programme

Among improvements and facilities upgrading carried out throughout this programme are:

**1**

##### Extensive facilities upgrading:

Installed solar panels, purchased beds and tents, constructed new toilets and a lounging area and installed new storage cabinets and dining furniture.

**2**

##### Emergency preparedness:

Improved through the purchase of first aid equipment and communication equipment.

**3**

##### Educational hub upgrading:

Constructed turtle science corner and outdoor classroom and renewed informative posters and boards.

**4**

##### Waste management facilities improvement:

Purchased composting bins and established a proper waste corner.

## CONSERVING MARINE BIODIVERSITY

### Awareness and Outreach Programme

Marine Services successfully conducted several outreach programmes for this initiative, such as:

1

Three school awareness programmes were conducted at SK Pulau Redang, involving 109 students and teachers.

2

Fifteen awareness sessions were delivered to both local and international stakeholders, reaching a total of 286 participants.

3

Six educational resources on sea turtle conservation were developed and distributed.

4

Public engagement activities and events were organised, attracting participation from both local and international audiences.

### Employee Volunteer Programme

From 2020 to 2024, a total of **1,269 volunteers** from the public and **96 MISC Group employees** participated in the volunteering programme under this initiative.

### Our Achievements

**69%** hatching success rate of sea turtle nests throughout the programme

**8,620** turtle nests conserved in situ throughout the programme

## HEART OF THE OCEAN PROGRAMME PHASE II

Following the successful completion of Phase I (2020–2025) of the MISC Heart of the Ocean Programme, MISC is entering a new five-year phase that significantly broadens our commitment to marine biodiversity through two dedicated conservation programmes.

To formalise this transition, two Memoranda of Understanding (MoUs) were signed at the Care & Comply Partners' Summit 2025 in September 2025 between MISC and prospective Programme Partners:

1. MoU between MISC and Reef Check Malaysia (RCM) for the Marine Ecosystem Conservation Programme.
2. MoU between MISC and Marecet Research Organization (MareCet) for the Dugong Conservation Programme.

These partnerships highlight MISC's continued dedication to advancing marine conservation and strengthening ecosystem resilience.

Anchored in the rich biodiversity of the east coast of Johor, particularly the Mersing region and its surrounding islands, these two programmes aim to restore ocean health by conserving critical marine habitats such as coral reefs, seagrass meadows and mangrove forests, while also protecting the locally endangered dugong population.

The objectives of the Marine Ecosystem Conservation Programme are to:

- ▶ Strengthen coral reef conservation and enhance reef resilience against natural and anthropogenic pressures.
- ▶ Assess the health and extent of mangrove and seagrass ecosystems in Mersing and integrate findings into a unified ecosystem conservation strategy.
- ▶ Establish community co-led marine ecosystem stewardship as a strategic enabler for the sustainable and effective management of marine resources.



## CONSERVING MARINE BIODIVERSITY

The objectives of the Dugong Conservation Programme are to:

- ▶ Address knowledge gaps related to marine mammals within the programme area with a focus on dugongs, to inform targeted conservation and management interventions.
- ▶ Elevate the profile of dugongs as a locally threatened species in Mersing and strengthen public awareness to encourage greater community participation in marine mammal conservation initiatives.

## BIODIVERSITY AWARENESS PROGRAMMES

### World Oceans Day Celebration

On 17 July 2025, the Group Health, Safety, Security and Environment (GHSSE) Division organised a special event in conjunction with World Oceans Day 2025 as part of our ongoing efforts to promote awareness of marine conservation and encourage sustainable practices across the MISC Group. The programme was delivered through both physical and virtual platforms to ensure participation from employees worldwide.

The physical event featured the GoodBuy! Bazaar, which brought together local eco-conscious vendors including Fuze Ecoteers, Maribumi Starchtech, Kloth Circularity, Klang River Festival, EcoKnights and Ekha Langkawi. These organisations showcased innovative and sustainable solutions for waste reduction, recycling and alternatives to plastic, one of the major contributors to ocean pollution.

To reinforce sustainable habits, a shoe and textile recycling collection drive was also conducted, providing MISC Dayabumi employees with a responsible avenue to dispose of unused items.

The event further included two hands-on workshops offering creative and practical approaches to environmental protection:

1

The Replastika Workshop demonstrated how plastic bags can be repurposed into functional, wearable items such as clutches and pouches. While the use of plastic may not be entirely avoidable, the workshop showcased practical alternatives to reduce its environmental footprint and lessen its impact on the oceans.

2

The Terrarium Workshop guided participants in creating self-sustaining mini-ecosystems in glass jars, symbolising the delicate balance of natural systems, much like the ocean, which supports a complex and diverse web of life.

An online sharing session was also conducted, emphasising the ocean's vital role in sustaining life on Earth from providing food and regulating the climate to supporting global biodiversity. A key feature of the virtual event was a video montage showcasing personal reflections from our seafarers, who shared their experiences and observations of the ocean throughout their careers.

They recounted changes they have witnessed in the marine environment, expressed what they value most about life at sea and concluded with a collective reminder that the ocean is not ours to keep, but rather something we safeguard on behalf of future generations. This message speaks to a shared responsibility to protect and preserve the ocean for the long term.

This celebration reflects MISC's continued commitment to safeguarding the fragile marine environment. It serves as a platform to enhance employee awareness of the ocean's importance and to encourage mindful, collective actions that support long-term ocean health. Feedback from participants indicated the event's effectiveness, with the majority expressing that they had gained new insights and developed a deeper appreciation for the ocean.

## CONSERVING MARINE BIODIVERSITY

### MHB River Rehabilitation Programme

Since its launch in 2022, MHB's long-term River Rehabilitation Programme has focused on the ecological restoration of Sungai Buluh, Pasir Gudang, Johor, Malaysia. The programme, in collaboration with Majlis Bandaraya Pasir Gudang (MBPG), Universiti Teknologi Malaysia and local communities within the Sungai Buluh vicinity, aims to improve river health through ecological rehabilitation while raising local communities' awareness through engagement and environmental education and ensuring sustainable development and improvement in their quality of life.

Under this initiative, MHB has established four strategic pillars to ensure effective implementation of this initiative, namely River Revitalisation, Stakeholder Engagement and Awareness, Greening and Decarbonisation and Capacity Building.

#### River Revitalisation

Use of green waste vinegar and macrocomposites has contributed to notable improvements in overall water quality. As a result of continued intervention, no locations along Sungai Buluh are currently classified as Class V, a significant milestone for the initiative. River classification has improved from Class IV (polluted) to Class III (slightly polluted) during the programme, while the most challenging midstream outlet (B3) has progressed from Class V (heavily polluted) to Class II (clean).

Notwithstanding these achievements, persistent challenges remain, including ongoing industrial effluent discharges and the midstream area's proximity to industrial facilities, which may result in periodic setbacks. Despite these constraints, the programme continues to deliver measurable environmental impact and to reinforce community stewardship.

#### Stakeholder Engagement

Educational sessions were conducted with local schools, including students from SK Pasir Gudang 2, with a focus on data collection of local flora and fauna at Laman Rekreasi Sungai Buluh. Community engagement activities also expanded youth participation by 66.7%, with primary school involvement increasing from 30 to 50 students, thereby strengthening the youth's preparedness for long-term environmental stewardship.

#### Greening and Decarbonisation

A total of 419 trees were planted across MHB's premise and Laman Rekreasi Sungai Buluh, with an estimated annual carbon sequestration potential of approximately 12.57 tonnes of CO<sub>2</sub>. Tree maintenance and replanting activities were also undertaken to ensure healthy growth, survival and replacement where required, thereby supporting biodiversity enhancement and strengthening climate resilience.

#### Capacity Building

A "Train the Trainers" workshop, facilitated by experts from UTM, was conducted for 42 MHB employees and local residents. The programme equipped participants with practical skills in macrocomposite preparation, water quality testing and microalgae analysis. Ongoing monitoring and community-led interventions have further empowered local stakeholders to assume an active and sustained role in river management.

## CONSERVING MARINE BIODIVERSITY

### MHB "Bag It Forward" Campaign

As part of MHB's commitment to sustainable practices and the circular economy, the Company launched the "Bag It Forward" campaign in September 2025 to encourage the MHB community to donate and reuse paper bags at the canteen. This initiative complements MHB's broader single-use plastic phase-out programme and promotes responsible consumption and waste minimisation across the organisation.

Employees who donate unusable paper bags may claim the corresponding weight towards their KPI contribution to MHB's recycling rate target. The campaign aims to increase participation across the yard community and spread awareness of ongoing sustainability initiatives.



### MHB Yard in the Garden Project

The Yard in the Garden project focuses on extensive tree planting across MHB's West Yard to enhance air quality, sequester atmospheric carbon dioxide and contribute to lower ambient temperatures. Since the initiative's inception, steady progress has been made toward the target of planting 500 trees annually through 2030. In 2025, a total of 514 trees were planted as part of ongoing efforts to contribute to long-term environmental enhancement.

### ALAM Edible Garden Project

As part of ALAM's ongoing efforts to promote sustainability, environmental awareness and community well-being, the Edible Garden Project was introduced to encourage the cultivation of herbs, vegetables and fruit plants within the campus.

The initiative seeks to optimise available green spaces through the creation of small-scale, self-sustaining gardens that contribute to food security, biodiversity and environmental education. The edible garden is developed using recycled materials and organic compost produced through ALAM's food waste recycling initiative. Key crops include herbs such as lemongrass, pandan, turmeric, Vietnamese mint and curry leaves, as well as vegetables such as chili and spinach. The garden is jointly maintained by Galley staff, cadets and the facilities team, fostering collaboration and shared ownership of sustainability efforts.

This project represents a practical step toward building a more sustainable and self-reliant campus ecosystem. It reflects ALAM's commitment to cultivating environmental stewardship and serves as a living example of integrating sustainability into daily campus life.

## OTHER ENVIRONMENTAL MATTERS

In addition to our initiatives on GHG reduction, energy management, waste management, and biodiversity conservation, MISC has implemented programmes to promote the consistent adoption of environmental best practices and ensure compliance with applicable environmental laws and regulations. This section outlines our management approach to air emissions, the phased elimination of ozone-depleting substances from our operations, as well as our wastewater treatment and water resource management practices.

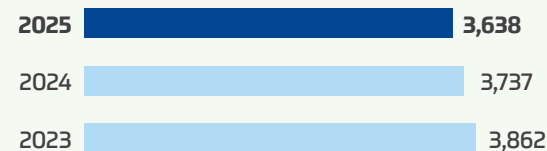
### AIR EMISSIONS

MISC's air emissions inventory shows that our shipping operations are the primary contributors to the Group's SO<sub>x</sub> and NO<sub>x</sub> emissions. In line with the IMO 2020 Global Sulphur Cap, which, effective 1 January 2020, limits sulphur content in marine fuel oil to 0.50% m/m (mass by mass), we have implemented a range of initiatives to reduce SO<sub>x</sub> emissions and ensure regulatory compliance. These include:

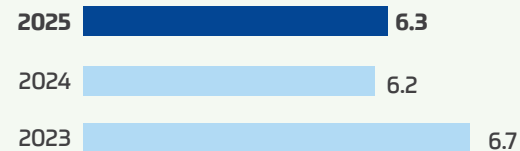
- Deploying newbuild vessels equipped with high-efficiency, dual-fuel LNG engines, which reduce SO<sub>x</sub> emissions by approximately 99%.
- Switching to low-sulphur fuel oil.
- Retrofitting selected vessels with exhaust gas cleaning systems (scrubbers), where requested by the charterer.

In 2025, SO<sub>x</sub> emissions performance improved compared to 2024, with total emissions reduced by 3% and emissions intensity increased by 1% due to lower share of lower sulphur fuels in the fuel mix.

#### SO<sub>x</sub> Emissions (tonnes)



#### SO<sub>x</sub> Emissions Intensity (g SO<sub>x</sub>/1,000 ton-nm)



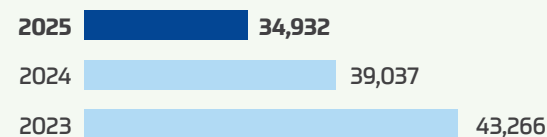
• Data in 2024 has been restated post-IMO Data Collection System (DCS) verification

On the other hand, MISC also introduced several initiatives to reduce NO<sub>x</sub> emissions which include:

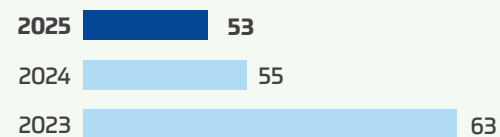
- Equipping newbuild ships with low NO<sub>x</sub> emissions engines.
- Implementing fuel and energy performance monitoring such as monitoring of fuel consumption of machinery/equipment on ships, vessel trim, draft speed and weather conditions which helps with the identification of inefficiencies and energy-saving measures, consequentially reducing fuel consumption and related emissions.

In 2025, both total NO<sub>x</sub> emissions and emissions intensity decreased compared to 2024, by 11% and 3.6%, respectively. The reduction was primarily driven by lower fuel consumption associated with changes in fleet activity levels during the reporting year.

#### NO<sub>x</sub> Emissions (tonnes)



#### NO<sub>x</sub> Emission Intensity (g NO<sub>x</sub>/1,000 ton-nm)



• Data in 2024 has been restated post-IMO Data Collection System (DCS) verification

## OTHER ENVIRONMENTAL MATTERS

### WASTEWATER MANAGEMENT

#### Shipping Operations

For our shipping operations, we comply with IMO MARPOL Annex IV, which regulates sewage and wastewater discharges. To meet these requirements, all discharges are treated through an approved sewage treatment system before being released at sea, at a distance exceeding 12 nautical miles from the nearest land.

#### Non-Shipping Operations

At MHB, effluent and sewage discharges are strictly regulated under the Environmental Quality (Industrial Effluent) Regulations 2009 and the Environmental Quality (Sewage) Regulations 2009. To ensure full compliance, we operate a Sewage Treatment Plant (STP) and an Industrial Effluent Treatment System (IETS), both engineered to manage wastewater effectively in accordance with environmental standards.

These treatment facilities are operated by personnel certified under the Certified Environmental Professional in the Operation of Effluent Treatment Systems (CePIETSO) for Biological and Physical-Chemical Processes and the Certified Professional Sewage Treatment Operator programmes. Their responsibilities include ensuring all wastewater discharges meet regulatory standards while continuously monitoring treatment system performance to prevent accidental releases.

To maintain optimal operational efficiency and regulatory compliance, performance monitoring of the IETS and STP is conducted daily, weekly and monthly through our in-house laboratory. Effluent quality is continuously monitored to meet Standard B requirements under the Malaysian Environmental Quality (Industrial Effluent) Regulations 2009. Additionally, third-party accredited laboratories conduct monthly analyses of final discharges, with results submitted to the Department of Environment (DOE), Malaysia, via the Online Environmental Reporting platform.

All monitoring parameters align with the Guidance Document on Performance Monitoring of Industrial Effluent Treatment Systems and Sewage Treatment Systems, ensuring adherence to industry best practices. In the event of a spill or accidental sewage discharge, internal safety and environmental teams are immediately mobilised for corrective action. For incidents escalating to a higher-level emergency, the DOE Director is notified within six hours, in accordance with regulatory requirements.

The proper design, operation and maintenance of these treatment systems not only ensure regulatory compliance but also demonstrate MHB's commitment to environmental stewardship and sustainable operations.



### OZONE-DEPLETING SUBSTANCES

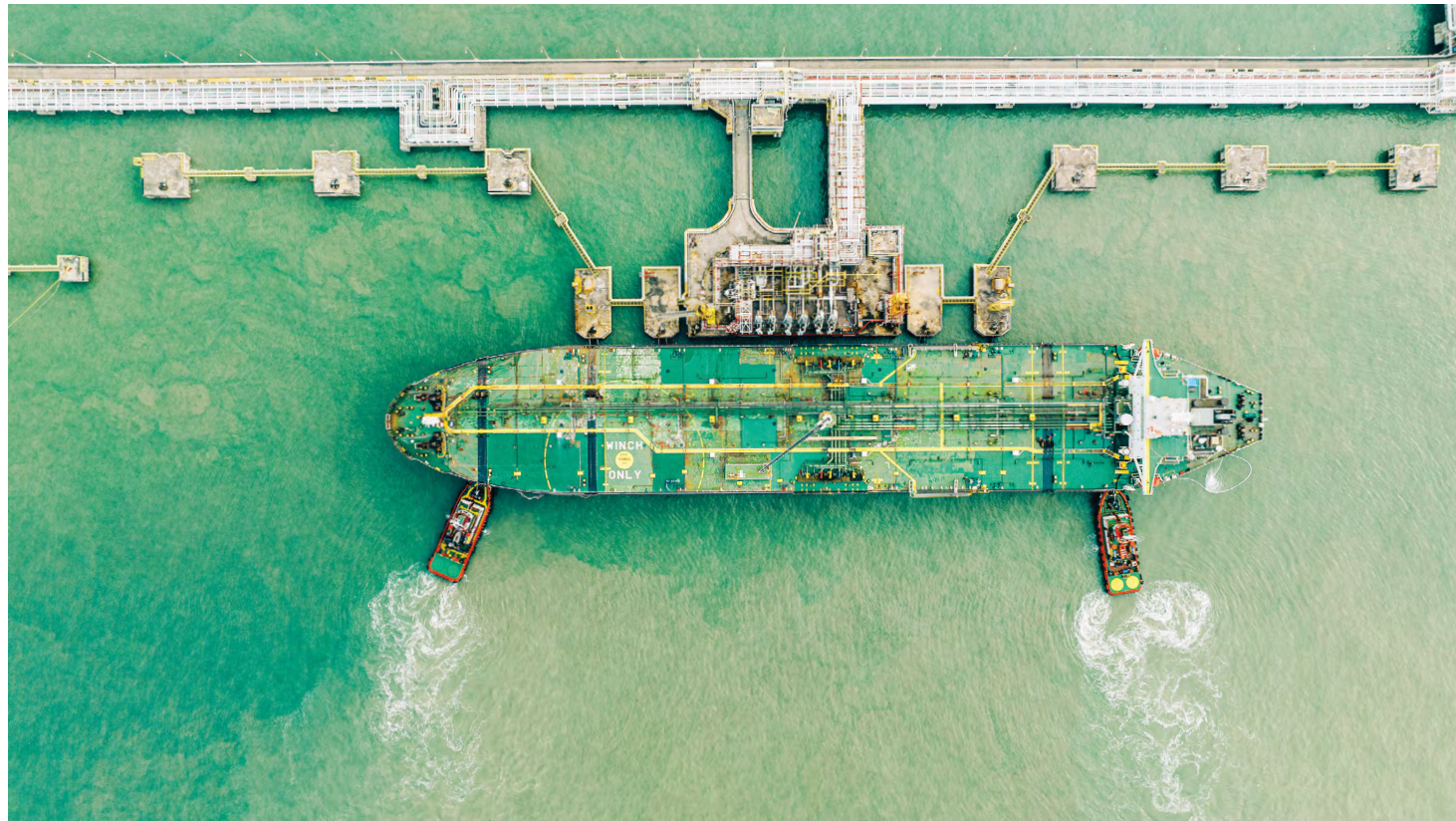
We are committed to phasing out Ozone Depleting Substances (ODS), under the provisions of the Montreal Protocol. Almost 100% of the refrigerants used on our vessels are non-ozone-depleting with zero ozone-depleting potential.

We transitioned to non-ODS refrigerants across our vessels and offshore floating assets, implemented Refrigerant Management Procedures onboard these assets, and conducted regular monitoring of refrigerant consumption. As a result, ODS refrigerant usage decreased by 36% in 2025 compared to 2024, and by 52% compared to 2023.

For our non-shipping operations, our premises have a refrigeration equipment inventory with a phase-out plan established for refrigeration systems containing ozone-depleting substances and a phase-down plan for HVAC system which uses hydrofluorocarbons with high GWP values. The implementation of these plans is ongoing with target completion in 2030.

At MHB, as of 2025, we have replaced 180 units of R22 with R32 refrigerants.

## OTHER ENVIRONMENTAL MATTERS



### WATER MANAGEMENT

Water is used across our shipping and non-shipping operations, with comparatively lower water requirements in shipping activities and higher levels of consumption in non-shipping operations. Our water management approach is detailed in the following sections.

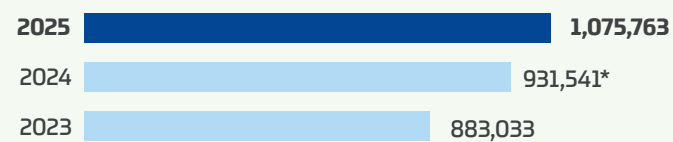
#### Water Use at Sea

In our shipping operations, water requirements are met predominantly through the treatment of seawater using onboard freshwater generators to produce potable water. Accordingly, freshwater withdrawal is not deemed material to these operations.

#### Water Use in Non-Shipping Operations

Water consumption in our non-shipping operations is mainly attributable to domestic and operational uses. Freshwater withdrawal increased by 15% in 2025 compared to 2024, primarily due to higher water consumption at MMHE and ALAM.

#### MISC Group Total Freshwater Withdrawal (m³)



\* Data for 2024 has been restated to reflect the actual data

#### Ballast Water Management

Ballast water is used to stabilise vessels at sea, ensuring safe and efficient shipping operations. Effective ballast water management is essential to prevent ecological and economic impacts arising from the transfer of bacteria, microbes, small invertebrates, eggs, cysts and larvae, which can become invasive species in new environments. The IMO's International Convention for the Control and Management of Ships' Ballast Water and Sediments establishes the regulatory framework for the proper control and management of ballast water.

As of 2025, all MISC vessels are equipped with BWTS, fully complying with IMO ballast water discharge standards.

## SOCIAL PILLAR



#### Our Commitment

- Provide a safe and healthy environment for employees, contractors and communities
- Achieve Generative Health, Safety, Security and Environment (HSSE) Culture



#### Our Initiatives

- Reinforce the Health & Safety Culture by implementing the following:
- Managing a comprehensive review of the HSSE culture across the MISC Group
  - Promoting proactive engagement and continuous improvement in health, safety, security and environmental practices towards Generative HSSE Culture
  - Contractor HSSE Management
  - Ensuring ongoing development of the necessary skills and expertise to uphold the highest safety standards

#### Our Contribution to SDG



Promote good health and well-being of employees, contractors and communities

# STRENGTHENING SAFETY CULTURE

With a workforce of more than 8,000 employees, ensuring a safe and healthy work environment for both employees and contractors is a key priority for MISC. We have established Group's HSE Policy that serves as the cornerstone of this commitment, safeguarding the well-being of our people, contractors and the wider community, while protecting our reputation and ensuring compliance with all applicable legal and regulatory requirements.

MISC HSE Policy is an adoption of the PETRONAS HSE Policy endorsed by the Board. The Policy is operationalised through the HSSE Management System (HSSEMS) that details the establishment of the targets.

MISC places strong emphasis on proactive risk-based management, continuous training and strict adherence to HSSE procedures and protocols to maintain a safe and secure workplace. By fostering a culture of Care & Comply principles, we seek to embed safety values and responsible behaviours in all aspects of our operations.

## HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL MANAGEMENT SYSTEM

MISC's Health, Safety, Security and Environment (HSSE) Policies form the foundation of the Group's HSSEMS. The foundation of the HSSEMS elements are designed in alignment with applicable international standards, legislative requirements and recognised industry best practices and supports the delivery of the commitments set out in the HSSE Policies. It provides a systematic and integrated framework for managing the health, safety and security of employees and contractors, as well as for safeguarding surrounding communities and the environment.

As part of MISC's approach to strong HSSE performance, the Offshore, Marine & Heavy Engineering and Marine Services business segments are certified to the ISO 45001:2018 Occupational Health and Safety Management System standard. This certification provides assurance that consistent and recognised practices are in place to safeguard occupational health and safety across operations.

### KEY ELEMENTS OF MISC'S HSSEMS

Blending top-down and bottom-up management approaches helps to effectively foster a positive workplace culture and systematic management of HSSE.

Requirements for policy, strategic objectives and development of HSSE Plans, considering the overall risk levels of business activities, legal requirements, technological change, emerging issues and key stakeholder expectations.

Description of organisation structure, roles, responsibilities, authorities, accountabilities and interrelations (e.g., partners, contractors, regulators).

Identification of HSSE hazards and evaluation of HSSE risks for all activities, services and development of control and recovery measures to reduce HSSE risks to As Low As Reasonably Practicable (ALARP).

Planning of work activities, managing changes and developing emergency response measures as well as ensuring systems are in place to verify that tasks and activities are carried out following procedures and work instructions.

The conduct of assurance programmes to review and verify the effectiveness of the management system.

Periodic reviews of the HSSEMS for suitability and effectiveness.

For further information, MISC's Health, Safety and Environment Policy is available [here](#).

For further information, MISC's Security Policy is available [here](#).

# STRENGTHENING SAFETY CULTURE

## CARE & COMPLY PRINCIPLES

Across our organisation, Care & Comply serve as the operating standard that guides how we protect people, assets and the environment. Care reflects our responsibility for well-being and safe operations, while Comply represents our disciplined commitment to regulations, internal requirements and the expectations we set for leadership, behaviour and decision-making. These principles establish a consistent baseline for operational integrity and responsible conduct across the Group.

Delivering on these expectations demands discipline, vigilance and a shared understanding that safety and compliance cannot be assumed. Our HSSE strategies and programmes are firmly grounded in Care & Comply, reinforcing accountability and strengthening our capability to manage risks effectively. By adopting these principles in everyday decisions, we sustain our position as a trusted operator and ensure that safe, compliant and responsible conduct remains central to how we operate.

## GENERATIVE HSSE CULTURE

### MISC Towards Generative HSSE Culture

At MISC, we aim to embed a Generative HSSE Culture (GC) where everyone is doing the right thing right all the time, even when no one is watching. This culture is regarded as a critical enabler of HSSE excellence. The GC model is anchored on three core elements, namely Build Psychological Safety, Conscious Risk Awareness and Role Model HSSE. The model also emphasises Generative HSSE Culture Behaviours (GCBs), which comprise a defined set of behaviours that drive the actions of employees and contractors towards achieving zero safety incidents.



To institutionalise the GC across the Group, we have introduced the Generative Culture Learning Programme (GCLP) for all employees, including new joiners since 2017. The programme is designed to equip employees with the knowledge and understanding required to contribute effectively to GC in the pursuit of zero HSSE incidents. In 2025, a total of 742 new employees have completed the GCLP.

Our approach to safety and health extends beyond our own workforce. In 2025, the programme was expanded to include business partners and contractors, recognising the shared responsibility for maintaining safe and healthy working practices across the value chain. During the year, 50 partner and contractor companies, representing 132 participants took part in the programme, contributing to a more consistent approach to safety and health across operations.

## STRENGTHENING SAFETY CULTURE

### Generative HSSE Culture Programmes

As part of our Generative Culture journey, we have established a series of targeted programmes to translate our values into everyday practices and strengthen HSSE ownership across the organisation.

#### GC Coaching for Marine Services

GC coaching for Marine Services focuses on building internal coaching capability and strengthening support for GC Change Agents. A total of 19 GC Coaches participated in the Leaders as a Coach and GC Coaching workshops, equipping them with the skills required to drive behavioural and cultural change.

Each GC Change Agent, primarily Chief Engineers and Chief Officers onboard are supported through a structured three-session coaching approach, to enable role-modelling and reinforcement of GC practices.

As of 2025, more than 120 coaching sessions have been conducted, demonstrating strong engagement and establishing a solid foundation for embracing GC behaviours across the fleet.

#### Mission Zero Possible

In supporting of PETRONAS Gas & Maritime's Mission Zero Possible (MZIP) Programme, we have proactively coordinated a series of engagement activities, including the UCUA competition and the "Jom Patuh dan Tegur" event. The UCUA competition saw participation of six teams representing the MISC Group, with one team achieving a top 10 placement across PETRONAS Gas & Maritime. The programme also included the dissemination of a dedicated video and execution of the "Jom Patuh dan Tegur" awareness event at Dayabumi, aimed at strengthening office based HSSE culture and compliance.

 Read more in the Our Stakeholders' Universe.

#### Care & Comply Partners' Summit 2025

The Care & Comply Partners' Summit 2025 aimed to strengthen collaboration between the Group and its business partners in enhancing HSSE, sustainability, quality, operational efficiency and contractor performance. Held under the theme "Leading With Heart, Delivering With Discipline", the summit featured a series of talks and discussion sessions focused on promoting HSSE culture among business partners.



### MISC Group Care & Comply HSSE Recognition 2025



The MISC Group Care & Comply HSSE Recognition was designed around five core objectives that focus on strengthening shared safety practices across the Group. These objectives included acknowledging the contributions of internal stakeholders and valuing the efforts of frontline HSSE personnel in protecting the well-being of people across operations. The event also provided a space to share best practices and lessons learned, encouraging continued progress in HSSE performance.

Attention was given to the application of Human Performance principles, with a view to reducing errors through improvements in systems, behaviours and learning processes. The programme also reaffirmed the Group-wide Care & Comply principles, promoting empathy, accountability and responsible behaviour across all levels of the organisation.

The event culminated in an awards ceremony that celebrated both individual and operational excellence. A total of 11 HSSE Personality Awards were distributed, including 1 Platinum, 4 Golds and 6 Silvers, alongside 10 Best UCUA Awards for exceptional contributions to UCUA reporting. Special recognition was also given to specific operational units and programmes, including the vessels *Eagle Veracruz*, *Seri Emperor* and *Seri Daya*, as well as the Floor Safety Managers, ALAM Cadet programme and the MHB-Environment initiative, highlighting achievements across various facets of the Group's operations.

The event was more inclusive than previous editions, featuring participation from ALAM Cadets, being hosted for the first time at an external venue and showcasing a broader range of celebrations highlighting MISC's achievements.

## SAFETY AND LOSS PREVENTION

At MISC, safety is a core value that guides how the Group operates and safeguards its people. Under the Social Pillar of its sustainability strategy, MISC prioritises the protection of life, the preservation of health and the development of a proactive safety culture across all operations. This approach extends to employees, contractors, partners and the communities in the areas where the Group operates.

Our approach to safety is guided by proactive risk management, regulatory compliance and continuous improvement. These principles are applied across all levels of the organisation, ensuring that safety remains integral to operational integrity and social responsibility, while enabling the Group to deliver energy solutions safely and sustainably worldwide.

MISC adopts an integrated approach to occupational safety and operational safety, ensuring that all activities, from shore-based operations to offshore and marine environments, are conducted with the highest safety standards. Key elements of this approach include:

- Visible and engaged leadership to reinforce safety values and expectations.
- Comprehensive risk assessments conducted prior to commencement of work.
- Empowerment of personnel to intervene and stop work when unsafe conditions or behaviours are observed or where there is uncertainty regarding safety.

Through these measures, we aim to cultivate a Generative HSSE culture where every individual takes ownership of their safety and that of others.

### Compliance with Life-Saving Rules and HSSE Rules & Commitments

To further align with international best practices, MISC strengthened its safety foundation in 2023 through the adoption of the International Association of Oil & Gas Producers (IOGP) Life-Saving Rules (LSR). These globally recognised standards complement the existing MISC Safety Rules, which were first introduced in 2015 and further reinforce our commitment to the prevention of fatalities and serious incidents across all operations.

The LSR has been weaved into our organisational expectations and workforce requirements. Compliance with the LSR forms a condition of employment, ensuring that all individuals joining MISC understand and commit to these critical safety behaviours from day one. For our seafaring talent pipeline, the LSR has also been embedded as an inherent cultural principle for cadets, shaping safe behaviours early at an early stage of their careers and fostering a strong safety mindset as they progress into future leadership roles.

In 2025, MISC achieved a significant milestone with a 100% pledge of commitment to the LSR by all employees across the Group. We also achieved 100% pledge from our homegrown ALAM cadets.

## STRENGTHENING SAFETY CULTURE

This pledge reflects our people's shared responsibility and personal accountability in maintaining a safe working environment for themselves and others.

Our HSSE Rules and Commitments further enhance this foundation by serving as guiding principles that ensure consistent compliance with workplace safety, environmental protection and health regulations. These commitments strengthen alignment across all business units and promote a culture of collective vigilance, care and shared accountability, which are essential elements of our journey toward a Generative HSSE Culture.

### TOGETHER TOWARDS GENERATIVE HSSE CULTURE

#### Life-Saving Rules

- **Bypassing Safety Controls**  
Obtain authorisation before overriding or disabling safety controls.
- **Confined Space**  
Obtain authorisation before entering a confined space.
- **Driving**  
Follow safe driving rules.
- **Energy Isolation**  
Verify isolation and zero energy before work begins.
- **Hot Work**  
Control flammables and ignition sources.
- **Line of Fire**  
Keep yourself and others out of the line of fire.
- **Safe Mechanical Lifting**  
Plan lifting operations and control the area.
- **Work Authorisation**  
Work with a valid permit when required.
- **Working at Height**  
Protect yourself against a fall when working at height.

#### HSSE Rules

- Do not look at mobile devices while walking.
- Do not use mobile phone while driving.  
Wear seatbelt and follow speed limit.
- Comply with Substance Misuse Policy.
- Do not smoke outside designated areas.
- Comply with workplace cybersecurity requirements.

#### HSSE Commitments

- Ensure our workplace is safe and hazard-free.
- Report unsafe conditions, unsafe acts and incidents.
- Segregate and dispose waste responsibly.
- Adopt behaviours that promote stress management and mental health.
- Practise journey management.

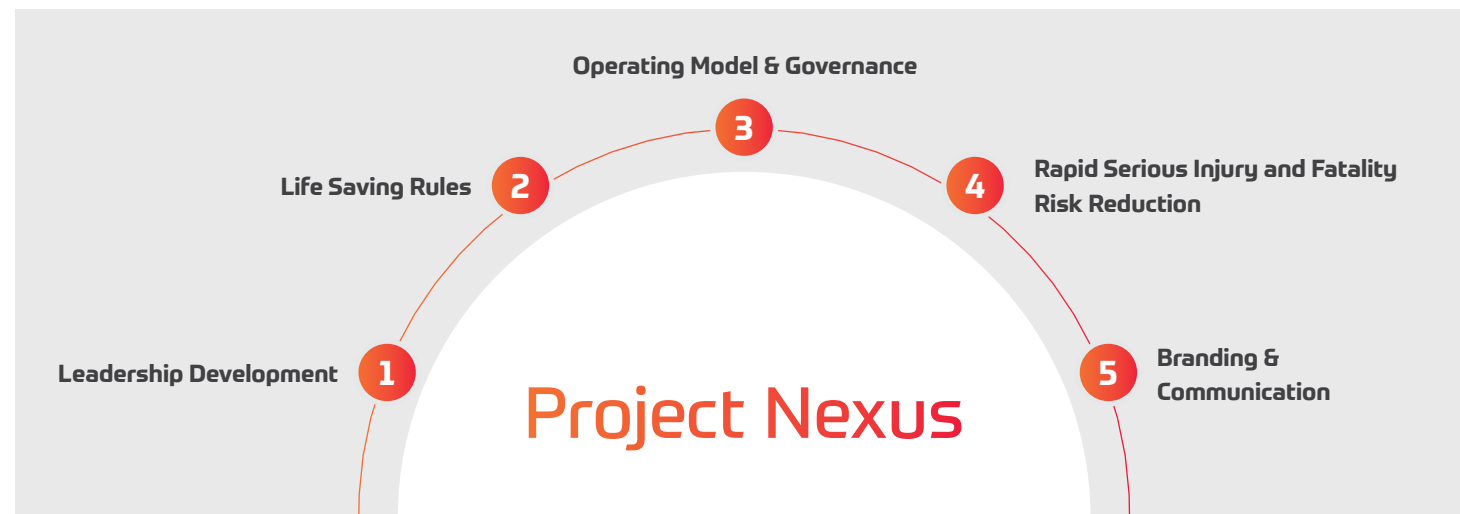
## STRENGTHENING SAFETY CULTURE

### MISC HSSE Culture Transformation

Following the Safety Culture Assessment conducted in 2024, Project Nexus was initiated to drive a fundamental shift in organisational safety culture. The primary objective of this project is to foster a transition from proactive or compliance-driven safety behaviours to a truly generative safety culture.

This approach emphasises the creation of an environment in which all employees are actively engaged in promoting safety and compliance. Beyond adherence to prescribed rules, the goal is for all individuals to assume personal accountability for safety, demonstrating genuine Care & Comply principles for their own well-being and that of their colleagues. Through Project Nexus, the Group seeks to embed safety as a core organisational value, ensuring it is consistently reflected in daily behaviours, decisions and actions at all levels.

In 2025, Project Nexus focused on five critical areas to drive the transformation towards a generative safety culture across the Group:



Some of the key activities under this project that were conducted in 2025 are:

|  |   |
|--|---|
| <b>1</b> Global LSR & HSSE Rules & Commitments pledge by employees across MISC business units. | <b>5</b> Adoption Process Safety for floating assets under operational control and the threshold release quantity as per API 754 to determine Major or Minor Loss of Primary Containment (LOPC) incident based on the incident. |
| <b>2</b> Roll out LSR violation clauses for employment contracts across MISC.                  | <b>6</b> Fleet-wide Generative Culture and LSR coaching reinforcement session with Chief Officers and Chief Engineers.  |
| <b>3</b> LSR and safety as an ALAM curriculum and prerequisite for graduation.                 | <b>7</b> Development and promotion of core values, with explicit emphasis on safety.  |
| <b>4</b> Extension of Contractor GC programme to Contractors' Management.                      |   |

## STRENGTHENING SAFETY CULTURE

### HSSE Culture Transformation Framework

In light of the above, the Group implemented a range of initiatives to complement the Safety Culture Assessment.

| Focus Area   | Findings from the Safety Culture Assessment   | Action Plans   |
|--|---|--|
| <b>Strengthening Leadership Visibility and Accountability</b>  | <ul style="list-style-type: none"> <li>Lack of visible felt leadership</li> <li>Over-reliance on HSSE function</li> <li>Perception of lack of adequate recognition</li> </ul> | <ul style="list-style-type: none"> <li>Leadership development programmes to build capability in felt leadership, human performance and behavioural safety</li> <li>Link leadership compensation to HSSE performance to reinforce responsibility at all levels</li> <li>Include revised HSSE key performance indicators (KPIs) and governance into leadership scorecards, ensuring accountability for overall HSSE performance</li> </ul>                           |
| <b>Objective</b><br>Ensures leaders are more present, engaged and recognised as the primary drivers of safety culture                |   |  |
| <b>Embedding Life-Saving Rules and HSSE Expectations</b>   | <ul style="list-style-type: none"> <li>Inconsistent implementation of LSR</li> <li>Low emphasis on HSSE performance prior to contract award/employment</li> </ul>             | <ul style="list-style-type: none"> <li>Include LSR clauses and violation consequences in employment contracts to strengthen employees' accountability</li> <li>Implement the Rapid Serious Injury and Fatality Reduction Programme, focusing on targeted interventions and preventive controls</li> <li>Integrate LSR and HSSE conditions into vendor selection and contract evaluations, ensuring contractors uphold the same safety standards as MISC</li> </ul> |
| <b>Objective</b><br>Ensures that LSR becomes a standard expectation, embedded into the lifestyle of people and contractor management |   |  |
| <b>Enhancing Incident Reporting and Preventive Learning</b>  | <ul style="list-style-type: none"> <li>Normalisation of deviance</li> <li>Under-reporting of incidents</li> </ul>   | <ul style="list-style-type: none"> <li>Implement improved investigation and learning methodologies under the Serious Injury and Fatality (SIF) reduction programme</li> <li>Strengthen reporting culture through simplified processes, leadership reinforcement and communication campaigns</li> <li>Roll out structured feedback and recognition mechanisms to encourage transparent reporting and learning</li> </ul>  |
| <b>Objective</b><br>Break the cycle of complacency and ensure issues are surfaced early before they escalate                         |   |  |
| <b>Improving Communication and Collaborative Work Culture</b>  | <ul style="list-style-type: none"> <li>Communication barriers and silo work culture</li> </ul>  | <ul style="list-style-type: none"> <li>Launch a Group-wide HSSE Communications Guideline to ensure messages are consistent, targeted, actionable and timely</li> <li>Strengthen cross-entity collaboration through structured engagements, joint learning sessions and shared HSSE performance dialogues</li> <li>Implement branding and communication strategies that reinforce a sense of shared purpose and unity across all entities</li> </ul>                |
| <b>Objective</b><br>Creates a more connected, aligned organisation where HSSE messages are understood, acted upon and trusted        |   |  |

## STRENGTHENING SAFETY CULTURE

| Focus Area  | Findings from the Safety Culture Assessment   | Action Plans   |
|---|---|--|
| <b>Embedding Safety Beyond Our Operations: Managing HSSE in a Contract Environment</b>  | <ul style="list-style-type: none"> <li>Inconsistent HSSE expectations applied across contract stages (pre-award, execution, closure)</li> <li>Variability in contractor compliance with LSR and critical controls</li> <li>Limited visibility of contractor HSSE culture, behaviours and reporting practices</li> <li>Insufficient governance for outsourced of high-risk activities</li> <li>Over-reliance on HSSE functions instead of shared responsibility between Contract Holders and operations teams</li> <li>Communication barriers between MISC and contractors, impacting timely issue resolution</li> </ul> | <ul style="list-style-type: none"> <li>Embed structured HSSE requirements into every contract stage, ensuring clear expectations for contractors before award, during mobilisation and throughout execution</li> <li>Mandate full compliance with LSR and critical controls, including onboarding, verification and continuous performance monitoring by Contract Holders and HSSE</li> <li>Strengthen contractor engagement by promoting a collaborative, fair and just culture with open reporting, joint walkabouts and shared learning sessions</li> <li>Enhance governance for high-risk contracted works through contractor HSSE risk assessments, audits, scorecards and intervention protocols</li> <li>Shift ownership to business and Contract Holders with defined roles, responsibilities and performance accountability aligned with Managing HSSE in a Contract Environment requirements</li> <li>Improve communication channels through structured touchpoints, escalation pathways and transparent tracking of contractor HSSE issues</li> </ul> |
| <b>Objective</b><br>Strengthen oversight over third-party operations through adoption of the Managing HSSE in a Contract Environment Guideline, ensuring that contractors and subcontractors practice the same or higher HSSE standards. The guideline supports a stronger HSSE culture, governance and shared accountability throughout the contract periods |   |  |

The HSSE Culture Transformation Framework is designed to systematically address the root causes identified through the Safety Culture Assessment. By integrating leadership accountability, contractor safety, reporting culture, communication and LSR implementation into a cohesive strategy, MISC is fostering a culture where:

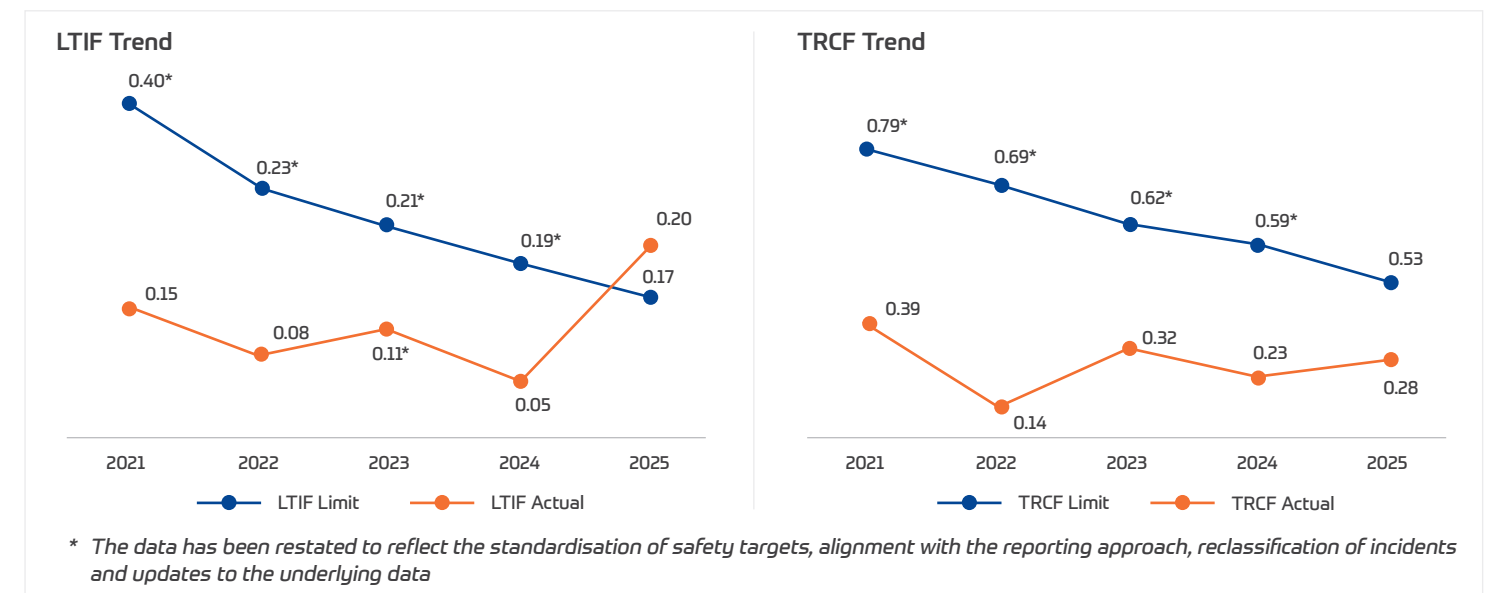


This framework forms the foundation of MISC's long-term commitment to achieving a Generative HSSE Culture, one where safety is owned, lived and championed by everyone.

## STRENGTHENING SAFETY CULTURE

### MISC Group Safety Performance

MISC Group recorded an LTIF of 0.20 and a TRCF of 0.28, with set limits of 0.17 and 0.53, respectively. Compared to 2024, results in 2025 indicated an increase in the number of lost time injuries from 2 in 2024 to 9 in 2025. Comparatively, the TRCF also increased by 22% from 2024 to 2025.



### MISC Group Contractor Safety Performance

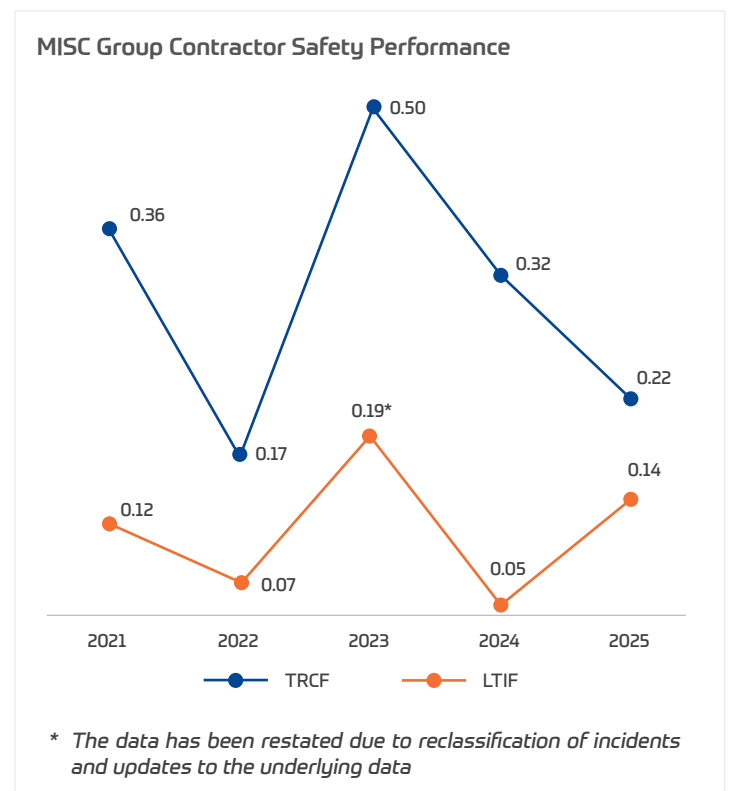
Our primary objective for contractors' safety is to maintain a secure work environment that prioritises the health and well-being of all individuals involved. We set rigorous safety targets and require all contractors to adhere to our established safety standards, policies and practices.

Safety compliance is ingrained within our contractual agreements, establishing a clear framework for adherence to safety procedures. This approach reflects a consistent focus on safeguarding people, assets and operations, while supporting reliable and responsible energy delivery across the Group's activities.

To maintain a secure work environment, we adopt a comprehensive safety approach that includes regular training, assessments and audits for our contractors.

In 2025, contractors' LTIF and TRCF stood at 0.14 and 0.22, respectively. These figures represent an increase in lost time injuries from 1 in 2024 to 2 in 2025, but a reduction in overall recordable cases compared to 2024 from 6 in 2024 to 3 in 2025.

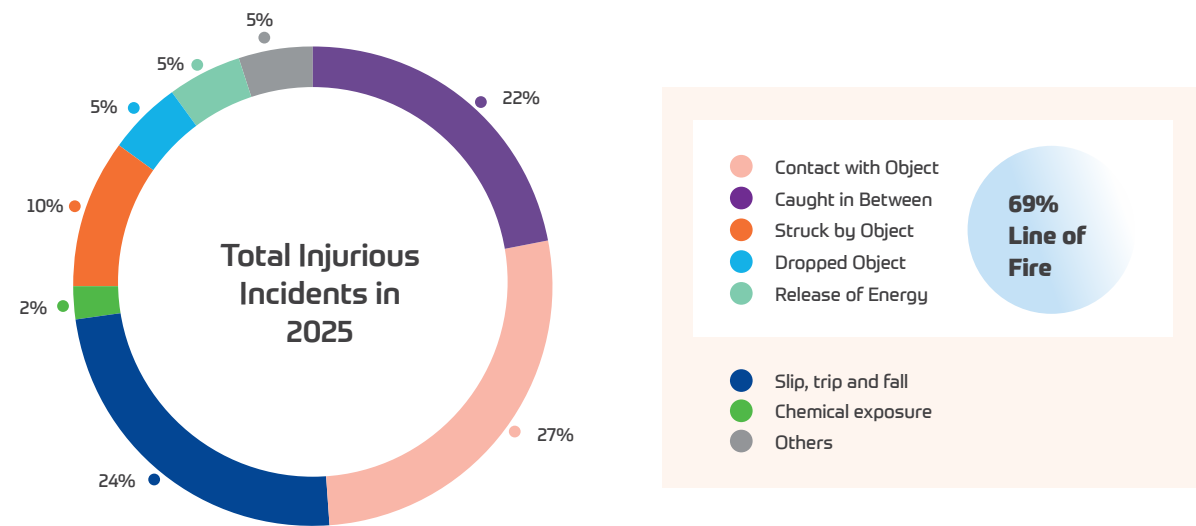
Contractor HSSE performance is being strengthened through the introduction of the Managing HSSE in a Contract Environment Guideline. Since its implementation, contractor HSSE performance has demonstrated positive performance trends.



## STRENGTHENING SAFETY CULTURE

### Type of Work-Related Injury

In 2025, MISC Group recorded one fatality and nine Lost Workday Case (LWC), bringing the total number of LTI incidents to 10. The LWC resulted mainly from line of fire such as caught in between, fall from height, the release of energy and contact with object. Following the casualty which resulted from an energy-release incident, we immediately initiated a Group-wide Safety Stand Down event to reinforce vigilance, pause operations for reflection, and re-emphasise critical life-saving controls. A dedicated investigation team has also been formed to establish the root causes of the incident, translate the findings into meaningful organisational learning, and recommend corrective and preventive actions. While the investigation outcomes are still in progress, comprehensive measures have already been introduced to strengthen our safety barriers and reduce the likelihood of similar events. Details of our incident prevention measures provided in the following section.



Ensuring the safety of our people and operations remains a top priority. In line with our HSSE commitments, we adopt a structured approach to address incidents through Corrective Actions and Preventive Actions, supported by continuous monitoring and reinforcement of a strong safety culture.

### STRATEGIC FOCUS FOR 2025

#### Incident Prevention Themes

- ▶ Mitigation of Line of Fire risks, which account for the majority of major incidents
- ▶ Fall-from-height prevention measures
- ▶ Enhanced contractor safety performance monitoring through digital dashboards

#### Performance Targets

- ▶ Reduction of LTIF and TRCF through proactive risk management and cultural reinforcement

### GOVERNANCE AND MONITORING

- ▶ Weekly Incident Review Meetings to track corrective and preventive actions implementation and share lessons learned
- ▶ HSSE communications and lateral learning sessions led by leadership to embed continuous improvement across all levels

## STRENGTHENING SAFETY CULTURE

### Safety Enhancement Programme

The Safety Enhancement Programme is designed to elevate our organisational safety culture by strengthening the way we identify, manage and learn from risks across our operations. By cultivating consistent practices, empowering our workforce and reinforcing shared accountability, the programme aims to build a more resilient and proactive safety environment. Details of each programme are described below:

#### Strengthening Risk Assessment Practices

MISC continues to enhance its risk governance framework by reinforcing structured risk assessments across all operations. Incident analyses indicate that many avoidable incidents stem from insufficient hazard identification, including exposure to line of fire risks, during heavy machinery operations and lifting activities. The introduction of the Artificial Intelligence (AI)-driven Artificial Intelligence Incident Risk Assessment (AIIRA) system further strengthens the Group's predictive capabilities, enabling proactive intervention before incidents occur. This enhances our ability to manage day-to-day operational risks, supported by robust and established risk management practices.

#### Enhancing Toolbox Talks and Frontline Engagement

Daily toolbox talks remain a foundational behavioural intervention and a consistent touchpoint for reinforcing safe work practices. MISC has enhanced these sessions through the introduction of more interactive discussions, situational refreshers and post-break "second-half huddles" to address periods of reduced alertness identified through incident trend analysis. For contractors, daily toolbox meetings are mandated as part of HSSE assurance processes. These frontline engagements help address at-risk behaviours, strengthen compliance with LSR and promote proactive communication of hazards before and during work execution.

#### Embedding Lateral and Reflective Learning

Organisational learning is a key pillar of MISC's occupational safety approach. Lateral Learning enables the systematic sharing of incident insights across entities and business units, supporting the dissemination of practical solutions and preventive measures. This approach institutionalises a strong culture of cross-learning across the organisation, strengthening consistent and systematic work practices and enhancing the timely recognition and management of hazards across the Group.

Reflective Learning is embedded within the HSSE Incident Management Procedure and supports deeper analysis of individual and team decision-making during incidents.

This strengthens personal accountability and improves risk awareness. Together, these learning mechanisms enhance collective capability and help prevent the recurrence of similar incidents across the organisation.



#### Strengthening Contractor HSSE Management

As a significant portion of MISC's operations are executed by contractors, effective contractor HSSE management remains a critical area of focus. Systemic gaps have been identified in areas such as documentation, operational control, change management and hazard control implementation within contractor operations. In response, MISC has implemented a comprehensive lifecycle approach encompassing tender evaluation, HSSE plan development, bridging documents, competency requirements, emergency response alignment and continuous performance monitoring. Regular inspections, assurance exercises and structured engagement sessions ensure that contractors uphold MISC's HSSE standards, thereby strengthening supply chain stewardship and safeguarding all personnel involved in MISC operations and businesses.

**Our commitment is clear:**  
Every incident is an opportunity to learn, improve and strengthen our safety culture. Through robust corrective and preventive actions, we aim to achieve zero harm and sustain operational excellence.

## STRENGTHENING SAFETY CULTURE

### Incident Prevention

An incident prevention plan is a strategic approach designed to minimise the likelihood and impact of incidents occurring. The plan focuses on key safety fundamentals, including enhancing onsite leadership visibility, prioritising thorough risk evaluations, ensuring clear and effective communication, encouraging timely interventions, halting work in the presence of unsafe behaviours or conditions and encouraging greater employee engagement.

MISC has taken a proactive stance on incident prevention, implementing a range of measures to address potential risks and promote a safer work environment.

Our 2025 safety strategy is anchored on five key pillars designed to strengthen operational integrity, protect lives and foster a proactive safety culture.

#### FOCUS AREAS FOR INCIDENT PREVENTION IN 2025



#### Process Safety

- ▶ Prioritise LOPC prevention and implement robust Fire Prevention frameworks to mitigate high-risk scenarios.



#### Human Factors

- ▶ Integrate Human Performance Improvement principles into investigations and daily operations to reduce human error and enhance decision-making.



#### Digital Transformation

- ▶ Advance AI-driven risk analytics via machine learning of historical incident data and safety observations for predictive safety insights.



#### Cultural Reinforcement

- ▶ Strengthen the Care & Comply principles to instill safety ownership at all levels.
- ▶ Promote UCUA reporting and increase leadership engagement to drive behavioural change.



#### Performance Metrics

- ▶ Focus on reducing LTIF and TRCF through proactive risk management and continuous improvement initiatives.

## STRENGTHENING SAFETY CULTURE

### Human Performance Improvement

Human Performance Improvement (HPI) is a strategic approach designed to reduce human error, enhance system resilience and cultivate a learning-oriented culture, thereby avoiding a blame-based culture. It emphasises understanding the causes of errors, identifying organisational and systemic factors and shaping behaviours through context and leadership.

This approach is important because it helps reduce incident frequency by addressing the human and organisational factors that contribute to errors. It also embeds a Care & Comply principles across all levels of the organisation, ensuring that safety becomes an integral part of everyday decision-making. Moreover, it enables proactive risk management and drives continuous improvement, strengthening MISC's overall safety and operational excellence.

#### HUMAN PERFORMANCE IMPROVEMENT KEY ACTIVITIES & CAMPAIGNS IN 2025



#### Leadership Training and Awareness

- ▶ HPI Training for Top Leaders: Four sessions conducted in Kuala Lumpur, Johor and Singapore to equip senior leaders with tools for empathetic and disciplined decision-making
- ▶ Generative Culture Coaching: Rolled out for Chief Officers and Engineers to act as change ambassadors on board vessels



#### Workshops and Technical Integration

- ▶ HPI in Investigations Workshop: Focused on integrating HPI principles into Tripod Beta investigations, delivered by experts from Shell



#### Engagement Campaigns

- ▶ Care & Comply Partners' Summit 2025 & HSSE Recognition Day: Large-scale events promoting shared responsibility and safety culture



#### Digital Learning Series

- ▶ "Story of Hooper" Video Campaign: Six short episodes introducing HPI concepts and practical applications across the organisation

### Process Safety

Process Safety Management (PSM) is a critical framework for the systematic identification, assessment and control of risks associated with operations involving hazardous materials, to prevent major incidents such as fires, explosions and uncontrolled chemical releases. Key elements of PSM are:

- Adoption of LOPC Prevention and Fire Mitigation Framework
- Adoption of LOPC reporting standards as per API754 for Marine Services

Safety Critical Equipment/Elements Performance Monitoring for offshore facilities LOPC prevention and response are supported by multiple layers of protection, including real-time monitoring systems, automated alarms and clearly defined escalation and response protocols. These measures are reinforced through engineering safeguards (such as inherently safe design, fail-safe and integrity-critical equipment), administrative controls (including comprehensive operating procedures and permit-to-work systems) and emergency protection systems (such as fire detection, suppression and emergency shutdown mechanisms).

The effectiveness of the PSM framework is maintained through regular audits, inspections and compliance reviews, supporting continuous improvement and sustained operational integrity.

### Management of Change

Management of Change (MOC) is a key element of our HSSEMS, ensuring that any change in operations, equipment, procedures, or organisational structure is systematically evaluated, approved and implemented in a way that minimises risks to people, the environment and our assets.

We apply a risk-based approach through Hazard Identification, Risk Assessment and Risk Control (HIRARC) and require that risks are reduced to a level that is ALARP prior to implementation. A structured approval process, supported by the Change Request Approval Form (CRAF) and defined governance workflows, provides clear validation and sign-off, while integration with core process safety elements such as design integrity ensures that MOC is included across the asset lifecycle. Progress of key actions is tracked through visual dashboards and periodic reviews to verify readiness before commissioning.

## STRENGTHENING SAFETY CULTURE

MOC covers a wide range of engineering, operational and organisational changes, including equipment upgrades, piping modifications, adjustments to operating philosophy or safe operating envelopes, as well as role restructuring and procedural updates. To support effective implementation, we conduct regular MOC training and awareness sessions, organise HSSE briefings and HSSE Moments to share lessons learned and perform proactive audits to identify potential changes early and prevent issues from escalating. These efforts help ensure that changes are managed safely and consistently, while supporting reliable and environmentally responsible operations.

### Enhancing Safety Culture through Effective Communication

Effective communication is fundamental to maintaining a strong safety culture within the organisation. It enables regular and transparent dialogue that enhances awareness, understanding and adherence to safety rules and regulatory requirements. This proactive exchange of information supports compliance and contributes to a safer work environment, reinforcing the organisation's focus on the well-being of all employees.

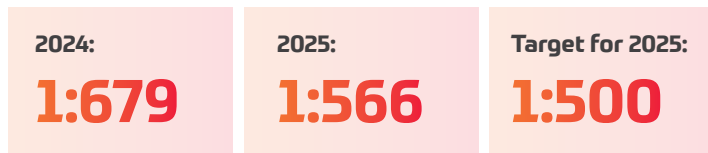
### HSSE Committee

Employees across the MISC Group are encouraged to raise any HSSE concerns through the HSSE Committees established across the Company. These committees provide a structured forum to consider concerns raised by employees, ensure appropriate actions are taken and review investigations, resolutions and ongoing HSSE performance and initiatives. The committees meet at a specified interval and are chaired by the respective business heads. Matters of significance are escalated to the HSSE & Sustainability Council for further consideration and follow-up, ensuring that issues are addressed with appropriate oversight and accountability.

### Unsafe Condition Unsafe Act

MISC's Unsafe Condition Unsafe Act (UCUA) reporting programme serves as a fundamental and proactive safety measure to prevent incidents. The programme aims to address hazards at their earliest stage, preventing escalation and strengthening overall operational safety.

In 2025, the Group set a key performance indicator of achieving a UCUA submission ratio of 1 report per 500 manhours, demonstrating a commitment to identifying and correcting potential risks before they lead to serious incidents. In 2025, we achieved a submission ratio of 1 UCUA report per 566 manhours. As the target was recently introduced, the ratio achieved was slightly below the target. However, it showed significant improvement over the previous year's ratio of 1:679.



This success was backed by strong employee engagement, resulting in a total of 63,281 UCUA reports submitted during the period. The data analysis further validates the programme's effectiveness, showing a clear correlation between UCUA submissions and a reduction in high-potential and major incidents, proving its value as a fundamental enabler of incident prevention.

To support this critical initiative, MISC utilises a digital UCUA platform that drives efficiency and transparency. This platform enhances the process by reducing administrative workload, providing daily live data analysis for real-time risk detection and supporting anonymous submissions to empower all employees to report. Furthermore, MISC has expanded the scope of reporting to include process safety observations, ensuring early detection and timely improvement of control measures.

Overall, the UCUA mechanism remains a powerful tool for driving continuous improvement, strengthening MISC's safety culture and supporting its journey towards operational excellence and zero harm.

### Stop Work Authority

The Stop Work Authority is one of several initiatives developed to promote safe behaviour amongst all employees, both at sea and shore. In 2025, we recorded a total of 9,289 stop work orders, even when employees were unsure and all concerns were resolved before recommencement of work.



## STRENGTHENING SAFETY CULTURE

### Offshore HSSE Connect

In 2025, the MISC's Offshore HSSE team launched HSSE Connect, a centralised communication platform designed to streamline and strengthen HSSE communications across the Offshore segment. The platform serves as a single, integrated hub for the dissemination and tracking of HSSE campaigns, including safety awareness initiatives and environmental programmes, ensuring consistent messaging, improved visibility and effective reach.

HSSE Connect enables the timely distribution of critical HSSE updates, guidelines and regulatory requirements to relevant stakeholders, thereby enhancing awareness and compliance. In addition, the platform maintains a structured repository of lessons learned from incidents, audits and risk assessments, supporting organisational learning, continuous improvement and the prevention of incident recurrence.

With built-in engagement features and automated notifications, HSSE Connect promotes active participation, keeps teams well-informed and connected and reinforces the Offshore segment's commitment to fostering a safe, resilient and sustainable workplace.



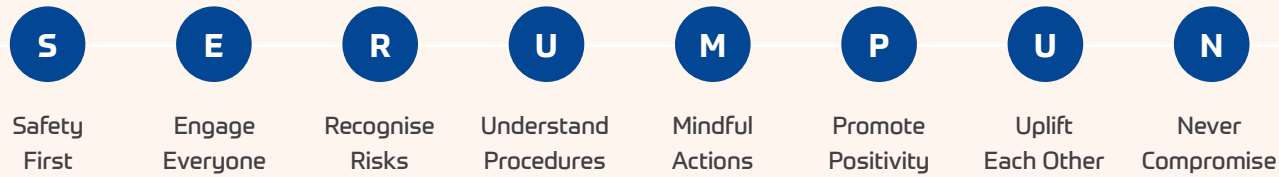
## STRENGTHENING SAFETY CULTURE

### Safety Programmes

#### SERUMPUN: Transforming Safety Culture at Our Offshore Segment

The SERUMPUN programme represents a transformation in Offshore's safety culture, shifting from merely pursuing "zero incidents" to making safety a personal commitment rooted in Care & Comply. Launched on 17 July 2025, SERUMPUN is focusing on building trust, fostering belonging and creating a workplace where care is the foundation and safety is the natural outcome, moving beyond basic compliance toward a generative safety culture.

#### Core principles of SERUMPUN



#### Core initiatives of SERUMPUN



## STRENGTHENING SAFETY CULTURE

### Marine Terminal Inspection Enhancement Workshop

Marine Services conducted Terminal Inspection Enhancement (TIE) Workshop at ALAM on 16 October 2025, bringing together more than 50 participants from Marine Assurance, Sungai Udang Port Sdn. Bhd. (SUPSB), Kertih Port Sdn. Bhd. (KPSB), Offshore Terminal Operation (OTO), Peninsular Malaysia Operations (PMO), Sarawak Operations (SKO), Sabah Operations (SBO), PETRONAS GHSE Maritime Safety, Single Point Mooring SPM (SPM) asset owners Single Point Mooring (SPM) Malaysian Refining Company Sdn. Bhd. (MRCSB) and PETRONAS Penapisan Terengganu Sdn. Bhd. (PPTS), Charterer PETCO and ALAM cadets. The workshop aimed to strengthen cross-functional collaboration and proactively address operational safety gaps within terminal inspection activities.

Introduced in response to operational findings and emerging safety concerns, the TIE initiative is designed to identify and address potential risks at an early stage, preventing escalation and reinforcing Marine Services' commitment to a generative HSE culture and continuous improvement in operational safety.

The one-day workshop provided an open and collaborative platform for participants to share challenges, operational experiences and best practices. It actively promoted a "speak up" culture, reinforcing the principle that collective engagement and open dialogue are essential to achieving safety excellence. The session also offered valuable learning and exposure for ALAM cadets, supporting the development of future maritime professionals with a strong foundation in safety awareness and accountability.

Moving forward, the TIE programme will be progressively rolled out across all PETRONAS ports and terminals, commencing at Sungai Udang Port SPM, to further strengthen a shared commitment to safe, efficient and sustainable maritime operations.



### Offshore Process Safety Management: Process Safety Fundamental Launching

On 17 July 2025, in conjunction with SERUMPUN Day, the MISC's Offshore HSSE team launched the Process Safety Fundamentals (PSF) Initiative to strengthen process safety awareness among our Offshore segment's employees. The initiative focuses on reinforcing the critical principles that underpin safe and reliable operations in offshore environments.

The PSF framework comprises nine core fundamentals designed to prevent major incidents and safeguard people, assets and the environment:

- **Respect hazards** – Understand and manage risks before commencing any task
- **Watch for weak signals** – Identify early warning signs and take timely action
- **Stop if the unexpected occurs** – Pause work when abnormal or unsafe conditions arise
- **Apply procedures** – Adhere strictly to approved processes and avoid shortcuts
- **Stay within operating limits** – Operate within defined safe boundaries at all times
- **Sustain barriers** – Maintain the integrity of physical and procedural safeguards
- **Control ignition sources** – Manage energy sources to prevent fires and explosions
- **Maintain safe isolation** – Ensure effective isolation during maintenance and intervention activities
- **Recognise change** – Assess and manage risks arising from changes in conditions or scope of work

The launch of the PSF initiative marks a step forward in our Offshore segment's focus on process safety and continuous improvement. By applying these fundamentals in daily operations, the organisation seeks to strengthen safety practices, improve operational discipline and safeguard the well-being of all employees.

### MHB Leadership HSSE Site Engagement

HSSE Leadership Visibility is a key strategic objective for MHB's HSSE performance in 2025. The initiative is designed to strengthen leadership presence at worksites by encouraging leaders to actively engage with employees, promote excellence in housekeeping and reinforce compliance with HSSE standards through visible commitment and direct interaction.

Leaders are encouraged to utilise every opportunity, whether through planned engagements, walkabouts, or informal discussions, to demonstrate care through safety leadership and inspire safe behaviours among the workforce.

## STRENGTHENING SAFETY CULTURE

To ensure accountability and track effectiveness, HSSE Leadership Visibility has been incorporated into the Corporate Scorecard, enabling systematic review and monitoring throughout the year. The initiative establishes a cumulative target of 12 walkabouts or engagement sessions per leader annually, with each leader responsible for planning, executing and reporting their safety engagement activities with employees. This structured approach supports the continuous strengthening of safety culture and drives operational excellence across the organisation.

### MHB Enhancing Contractor Health, Safety and Environment Management

The Contractor Health, Safety and Environment (HSE) Management Programme was implemented to strengthen HSE leadership competency among contractors, enhance compliance and promote consistent safety standards across all operations.

The Contractor HSE Upskilling Module was successfully developed and delivered to contractor leadership, equipping participants with the essential HSE knowledge and skills required to drive safety excellence within their organisations while performing work on site. A series of engagement and upskilling sessions was conducted throughout the year, beginning with the inaugural session on 2 July 2025, held in conjunction with the HSE Partners Roundtable Programme.

In parallel, the Significant Contractor Audit Programme was conducted to evaluate the effectiveness of HSE implementation among major contractors, focusing on their manhour contributions and high-risk activities performed on site. Significant contractors were audited, with outcomes and feedback reviewed to identify improvement opportunities and drive continuous enhancement of contractor HSE performance.

As part of the recognition and incentive effort, six subcontractors were acknowledged and awarded during the Care & Comply Partners' Summit 2025 for their exemplary HSE performance and contributions to fostering a safe and compliant work environment.

### Safety Training

Operations within the maritime industry involve a range of inherent hazards, including heavy machinery, handling of hazardous materials, adverse weather conditions and navigational challenges. Regular, targeted and comprehensive safety training equips personnel with the necessary knowledge and competencies to identify, assess and effectively mitigate these risks.

### Incident Learning in Marine Business Incidents

On 20 March 2025, we conducted a knowledge-sharing session on incident occurrences within the Marine Services. Attended by 150 participants, the session highlighted key lessons learned from significant Marine Services incidents, focusing on identified root causes, contributing factors and recommended preventive measures. The objective of the session was to enhance employees' awareness and understanding of industry and organisational risks, reinforce the importance of learning from past incidents and strengthen preventive behaviours to support safer operations and improved performance going forward.

### Behavioural Competency Assessment and Verification Assessor Training

The Behavioural Competency Assessment and Verification (BCAV) Assessor Training Programme equips assessors with the capability to evaluate seafarers' behavioural competencies, including the qualities, attitudes and behaviours that underpin safe, efficient and reliable ship operations. The programme strengthens assessors' ability to systematically observe, assess and validate soft skills that influence safety performance, teamwork and decision-making on board.

As of December 2025, the BCAV Assessor Training Programme recorded a completion rate of 90%, supporting MISC's ongoing efforts to reinforce a strong safety culture and high standards of operational competence across its fleet.

### MHB Speak-Up for Safety and Line of Fire Educational Campaign

The Speak-Up for Safety and Line of Fire Campaign was launched on 11 August 2025 to raise awareness and empower the yard community to actively intervene in unsafe work conditions and behaviours, particularly when exposed to Line of Fire risks. The campaign targets all personnel within the yard environment, including resident contractors and encourages active participation through meetings, toolbox talks and other engagement forums across business operations.

The campaign seeks to strengthen the organisation's safety culture by:

- **Promoting psychological safety** – Encouraging employees to raise concerns without fear of repercussion.
- **Enhancing workforce engagement** – Empowering personnel to take ownership of their own safety and that of others, especially regarding Line of Fire hazards.
- **Improving hazard reporting quality** – Focusing on the identification, assessment and mitigation of Line of Fire risks.

Through this initiative, the organisation seeks to encourage greater vigilance, proactive behaviour and shared responsibility for safety within the yard community, supporting an environment where every individual plays a part in preventing incidents and protecting lives.

## STRENGTHENING SAFETY CULTURE

### Safety Awards and Recognitions 2025

Throughout the year, MISC received multiple awards in recognition of its achievements and the effectiveness of its comprehensive safety programmes and initiatives across business operations. These accolades reflect the organisation's commitment to operational excellence, continuous improvement and a strong safety culture.

### 43<sup>rd</sup> Malaysian Society for Occupational Health and Safety Awards 2025

The Malaysian Society for Occupational Health and Safety Malaysian Society for Occupational Health and Safety (MSOSH) Award is an annual recognition presented to organisations in Malaysia that have demonstrated outstanding occupational safety and health (OSH) performance, as well as continuous improvement in their OSH management systems. The award evaluates the effectiveness of an organisation's HSE Management System in managing workplace safety and health risks.

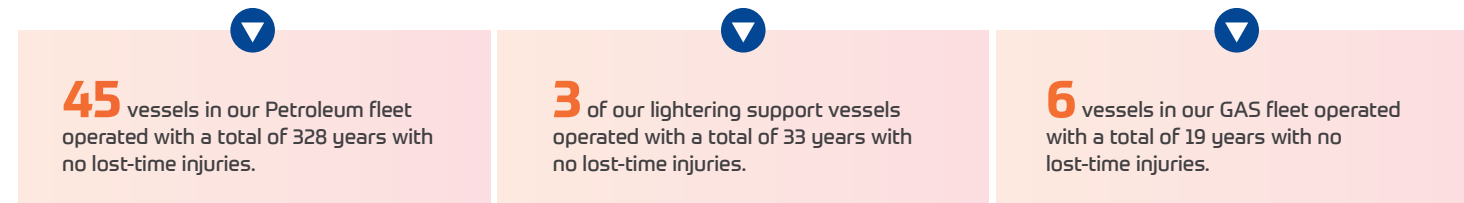
Participating organisations undergo a rigorous assessment process, including document reviews and site verifications conducted by MSOSH-appointed auditors, followed by evaluation from the MSOSH Technical Committee. The awards are conferred across seven categories, with Platinum being the highest recognition, followed by Grand, Gold Merit, Gold Class 1, Gold Class 2, Silver and Bronze.

| Category     | Entity  | Sector   |
|--------------|---|--|
| Grand        | MISC Maritime Services Sdn. Bhd. (Sungai Udang Port Sdn. Bhd.)                            | Petroleum, Gas, Petrochemical & Allied Sectors |
| Gold Merit   | MISC Berhad – Malaysia Vietnam Offshore Terminal (L) Limited ( <i>F50 Orkid</i> )         | Petroleum, Gas, Petrochemical & Allied Sectors |
|              | Akademi Laut Malaysia (ALAM)  | Educational Sectors                            |
| Gold Class 1 | Malaysia Marine and Heavy Engineering Sdn. Bhd.   | Petroleum, Gas, Petrochemical & Allied Sectors |
|              | MISC Berhad - Malaysia Deepwater Production Contractors Sdn. Bhd. – ( <i>FPSO Kikeh</i> ) | Petroleum, Gas, Petrochemical & Allied Sectors |
|              | MISC Berhad - Headquarters  | Petroleum, Gas, Petrochemical & Allied Sectors |

## STRENGTHENING SAFETY CULTURE

### Jones F. Devlin Safety Award

In 2025, MISC was awarded the Chamber of Shipping of America (CSA) Jones F. Devlin Safety Award for 54 vessels



### International Safety@Sea Awards

At MISC, our commitment to safety extends beyond our operational boundaries to the protection of human life at sea. In 2025, the crews of *Seri Daya* and *Seri Emperor*, were honoured with the International Safety@Sea Awards by the Maritime and Port Authority of Singapore (MPA).

These awards specifically recognise Outstanding Contribution to Search and Rescue Efforts, celebrating the bravery and professionalism of our seafarers who went above and beyond their duties to save lives in distress.

Key highlights of the recognition include:

- **Rapid Emergency Response** - The crews were commended for their exceptional seamanship and swift coordination during separate life-saving rescue operations at sea.
- **Professionalism & Humanitarianism** - These accolades reflect the high standards of emergency preparedness and the strong humanitarian values found within MISC's maritime culture.
- **Industry Leadership in Safety** - Being recognised by the MPA, a leading maritime agency and Flag State Administration, highlights MISC's position as a responsible ship owner and operator dedicated to a safer global maritime commons.

### Royal Society for the Prevention of Accidents Achievement Awards 2025

In 2025, MISC's *FPSO Kikeh* was honoured with the Silver Award by Royal Society for the Prevention of Accidents (RoSPA) Achievement Award, a prestigious global recognition of the team's outstanding safety performance throughout 2024. This achievement reflects the Care & Comply principles of our people and affirms that our operational standards remain aligned with the highest global benchmarks for workplace safety.

### Business Partner Recognition Award

In 2025, Offshore Floating Terminal (L) Limited received the 2024 Business Partner Recognition Award from Chevron Offshore Thailand, in recognition of outstanding operational excellence in the Gulf of Thailand. This prestigious award highlights the successful integration of Chevron's Operational Excellence Management System (OEMS) with MISC's maritime expertise, reflecting a shared commitment to safeguarding people and the environment through strategic partnership.

In June 2025, Majlis Petroleum Malaysia (MPM) conducted an I Care visit to *FSO Orkid*, led by Senior Vice President Datuk Ir. Bacho Piong and accompanied by representatives from MPM and Hibiscus Malaysia Limited (HML). During the visit, *FSO Orkid* received two Focused Recognition Awards: one for exemplary HSE performance, marked by zero major incidents and a 12-year LTI-free record and another for operational excellence in maintaining zero de-escalation events and penalties during custody transfer operations of *Bunga Orkid* crude from 2023 (BO 216) to 2024 (BO 242). These awards highlight *FSO Orkid's* safety leadership, quality assurance standards and sustained collaboration with key stakeholders.

## STRENGTHENING SAFETY CULTURE

### OCCUPATIONAL HEALTH AND INDUSTRIAL HYGIENE

MISC recognises that the maritime work environment presents both physical demands, including manual handling, heavy lifting and exposure to harsh operating conditions and mental challenges arising from isolation, confinement and prolonged periods at sea. To mitigate these risks, comprehensive occupational health measures, such as ergonomic workplace design, provision of appropriate health facilities and access to employee wellness programmes, are implemented to safeguard employee well-being.

Guided by the HSE Policy and the MISC Substance Misuse Policy, the Company's occupational health management framework is designed to prevent and control work-related illnesses and accidents, while ensuring a safe and healthy working environment that supports both physical and mental health for effective and safe job performance.

In 2025, MISC developed two key guidelines to further strengthen governance, health and hygiene management across its operations.

#### Framework on MISC Approved Medical Examiner

This framework establishes clear direction on the selection of Approved Medical Examiners (AMEs), medical facilities and the associated assurance processes. Through its implementation, MISC strengthens governance over pre-employment medical screening and enhances quality assurance of medical examiner practices.

The guideline sets out the minimum requirements to be met by medical practitioners and medical facilities to support MISC's pre-employment medical screening needs. It also enables MISC to conduct structured assurance activities for each AME to uphold standards of quality, integrity and service delivery. Collectively, these measures reduce inconsistencies, improve reliability and help ensure that crew members are medically fit and capable of performing their duties onboard.

#### Guideline on Managing Industrial Hygiene-related Hazard from Maintenance-related Activities

This programme was established to define minimum requirements for the management of industrial hygiene hazards arising from maintenance-related activities. The guideline addresses key occupational health risks associated with activities including abrasive blasting, painting, asbestos handling, lead exposure, man-made mineral fibres, nanomaterials, welding, burning and torch cutting, as well as heat stress.

Through the implementation of this guideline, MISC strengthens its risk management approach, enabling effective control of industrial hygiene hazards and ensuring that employees' health and safety are adequately protected across its operations.

## STRENGTHENING SAFETY CULTURE

### Occupational Health and Industrial Hygiene Programme

At MISC, our Occupational Health and Industrial Hygiene (OHIH) Programme is our commitment to fostering a safe and healthy work environment for all. Through this programme, we have implemented key initiatives that cover a spectrum of measures aimed at preventing occupational hazards, managing infectious diseases and enhancing the overall well-being of our workforce.

#### Health and Well-being Programme and Initiatives

##### Health Passport Programme

The Health Passport Programme is a key initiative within MISC's approach to employee health and well-being. The programme provides structured health screenings to assess an individual's 10-year risk of developing cardiovascular disease, based on the Framingham risk assessment model. Screenings evaluate key health indicators, including cholesterol levels, blood pressure, smoking history, existing chronic conditions and mental health status.

Participation in the programme is voluntary and strongly encouraged as a proactive measure to support employees in managing their personal health and making informed lifestyle choices. To date, the programme has successfully screened 474 employees across three locations, namely Dayabumi Office, MMHE and ALAM.

The programme is delivered by Naluri Life, a health service provider, leveraging digital platforms, professional health coaching and data analytics to ensure effective, seamless and impactful implementation.

##### Inaugural MISC Wellness Day 2025

MISC hosted its inaugural MISC Wellness Day 2025, an employee-focused initiative aimed at fostering a culture of health and holistic well-being across the organisation. The event featured a range of health-focused activities delivered under the Health Passport Programme, encouraging employees to take proactive steps towards better health management.

Approximately 165 employees participated in the basic health screening activities, which covered key areas including:

- **Health screening** - Assessment of vital indicators such as blood pressure, HbA1c and cholesterol levels;
- **Bone density testing** - Evaluation of bone health and early risk identification;
- **InBody screening** - Analysis of body composition, including muscle and fat ratios;
- **Eye screening** - Assessment of vision and overall eye health; and
- **Mental health assessment** - Raising awareness of employees' current mental well-being.

A key highlight of the event was a panel discussion featuring Tan Sri Dato' Seri Dr. Noor Hisham Abdullah, former Director-General of Ministry of Health, Malaysia. He shared insights drawn from his personal experiences, emphasising the importance of mental well-being, resilience and personal accountability in maintaining overall health. His message reinforced the importance of awareness and proactive action as the foundation of sustained well-being.

##### MISC Group Walking Challenge

At MISC, the Group continues to promote employee wellness by encouraging the adoption of practical habits that support better health. In 2025, the MISC Walking Challenge was organised to encourage employees to remain active, connected and engaged through regular physical activity.

The challenge invited employees across the organisation, both onshore and offshore, to track their daily steps and work towards a minimum target of 10,000 steps per day, collectively supporting a shared goal of healthier living. Through activities such as morning walks, lunchtime strolls and evening jogs, participants demonstrated how consistent, everyday movement can contribute to sustained physical and mental well-being.

Beyond physical fitness, the Walking Challenge fostered teamwork, friendly competition and mental well-being, reinforcing the message that maintaining good health can begin with simple actions. A total of 350 employees participated in the three-month challenge.

The initiative also saw strong performance at the PETRONAS Inter Operating Unit (OPU) Challenge, where MHB emerged as Overall Champion in the Large Category, while MISC Berhad achieved Second Runner-Up in the Regular Category. These achievements reflect the collective commitment of MISC employees towards a healthier, more active and resilient workforce.

##### ALAM Weekly Eco Walk

The Weekly Eco Walk was successfully conducted at the ALAM campus over three months from May to August 2025, engaging employees, students and contractors in a healthy and environmentally sustainable activity. The initiative effectively promoted physical fitness, social interaction and a sense of community within ALAM.

## STRENGTHENING SAFETY CULTURE

### Health and Well-being Programme and Initiatives (Cont'd)

To enhance engagement and encourage sustained participation, the walks were complemented by two friendly competitions: Step Challenge 3.0, which recognised participants with the highest weekly step counts and Big Loser 2.0, a fitness and weight management challenge designed to motivate consistent and healthy walking habits. Together, these initiatives helped maintain momentum, encourage accountability and keep participants engaged throughout the programme.

Overall, the initiative delivered positive outcomes by encouraging active lifestyles, strengthening teamwork and camaraderie and reinforcing ALAM's commitment to employee wellness, sustainability and active living.

##### AET Employee Well-being Programme

As part of AET's ongoing commitment to employee well-being, a comprehensive range of wellness initiatives was implemented across its global offices to support employees' physical, psychological and social health. Collaborations with partners such as the Singapore Health Promotion Board, The Style Atelier, TOUCH Community Services and UK-based well-being providers enabled the delivery of diverse programmes throughout the year.

Employees participated in mindfulness initiatives, including the Mindfulness Moment talk and the global AET Learning Series session, "Can Saying 'Yes' Cost You Everything?". Physical well-being was supported through functional strength training, stretching and fitness sessions, physiotherapy services and chair massage sessions delivered in partnership with At Work Wellbeing UK. Nutritional and lifestyle wellness was further strengthened through a Nutrition Talk with Healthology and other nutrition-focused programmes, complemented by global health screenings and assessments.

A range of regional initiatives further enhanced employee well-being, as follows.

- In Galveston, crew members benefited from onboard meal-planning and healthy eating sessions conducted by a visiting chef, workplace injury prevention stretch training and access to a mental health advocate who provided guidance on recognising when to seek professional support.
- In Rio, employees participated in virtual sessions focused on stress management and financial well-being, while
- In Houston, wellness kits were distributed to support employee health during the cold and flu season.

Looking ahead, AET remains committed to expanding its holistic wellness initiatives to foster a healthier, more engaged and resilient workforce.

##### Marine Services Building Mental & Emotional Strength Through Resilience & Creating a Psychologically Safe Culture

In 2025, Marine Services implemented 13 programmes aimed at strengthening mental and emotional resilience while fostering a psychologically safe and inclusive culture. These initiatives were designed to equip Cadets with the skills to manage stress, adapt to change and support one another effectively.

Through the promotion of open communication and a strong focus on emotional well-being, the programmes contributed to a supportive and nurturing environment in which individuals are empowered to perform and grow. Cadets gained enhanced awareness and understanding of mental health, stress management, emotional resilience, psychological safety, trust-building and change management, reinforcing Marine Services' commitment to holistic development and well-being.

##### "bigyellowfish" Programme

MISC introduced a behavioural risk management platform in early 2025 to enhance human performance and well-being, particularly in safety-critical maritime operations. The mobile application provides seafarers with convenient and confidential access to professional support, including psychiatrists, nutritionists and shore-based representatives. By the end of 2025, nearly 100% of seafarers onboard had downloaded the application, reinforcing MISC's commitment to proactive mental health management, employee well-being and a safer, more resilient workforce.

##### Weight Management Programme for Seafarers

Launched in February 2025 by Marine Benefits AS in partnership with Marine Services, the programme targets seafarers identified with elevated Body Mass Index (BMI), aiming to enhance overall health outcomes and support compliance with established fitness standards. The initiative also addresses hypertension and diabetes, with defined thresholds for fitness to sail, promoting the well-being and operational readiness of crew members.

##### Fit For Purpose Female Boiler Suit

The 2-piece female boiler suit initiative reflects Marine Services' ongoing commitment to diversity, inclusion and the safety of female seafarers. By providing purpose-designed Personal Protective Equipment (PPE) tailored to female anatomy, the initiative enhances comfort, mobility and safety on board, supporting an inclusive and equitable working environment.

## STRENGTHENING SAFETY CULTURE

### ALAM Health Screening Programme

A Health Screening Programme was successfully conducted on 29 May 2025 at the ALAM campus in collaboration with Klinik Kesihatan Kuala Sungai Baru. The initiative received strong participation, with 70 ALAM employees taking part and was supported by a team of 10 healthcare professionals from the Ministry of Health (MoH), who carried out the screenings and provided professional medical guidance.

The programme encompassed a comprehensive range of health assessments, including blood pressure, blood glucose and cholesterol level checks, body composition analysis, as well as early detection screenings for breast and cervical cancer. These assessments enabled employees to better understand their overall health status, identify potential health risks at an early stage and enhance awareness of preventive healthcare practices.

The programme delivered meaningful outcomes by encouraging employees to take a proactive approach to their personal health and well-being. By emphasising early detection and healthy lifestyle choices, the initiative contributed to the development of a more health-conscious workplace culture. This effort reflects ALAM's ongoing commitment to employee welfare, preventive healthcare and continued collaboration with MoH in advancing public health awareness.

### Health and Well-being Training and Awareness

MISC places strong emphasis on creating a workplace where employees can maintain their physical, mental and emotional well-being. Through its Health and Well-being Training and Awareness Programmes, we provide structured opportunities to build understanding, encourage shared responsibility and support healthier choices across the organisation. Each topic under this initiative is designed to raise awareness, encourage preventive action and equip employees with the knowledge to make informed decisions about their health.

#### Health in 5

MISC recognises that good health is fundamental to sustaining its people, performance and purpose. In support of this commitment, we introduced the 'Health in 5' initiatives to continuously enhance awareness of key health-related topics. The programme delivers practical, evidence-based health insights in concise five-minute sessions, ensuring information is accessible, relevant and easy to apply in daily life. Covering areas such as nutrition, physical activity, mental well-being and preventive care, 'Health in 5' promotes small, consistent actions that contribute to long-term health outcomes.

#### Mental Wellness

Recognising that mental health is as critical as physical health, the Mental Wellness programme focuses on reducing stigma, encouraging open dialogue and providing resources to support employees in managing stress, building resilience and supporting one another. A series of mental well-being awareness talks was conducted at ALAM, Menara MMHE and the Headquarters at Menara Dayabumi, reaching approximately 1,000 employees who benefited from insights shared by subject-matter speakers.



## STRENGTHENING SAFETY CULTURE

### Health and Well-being Training and Awareness (Cont'd)

#### Sudden Death Prevention

Anchored on the principle that prevention begins with knowledge, this session focuses on enhancing understanding of the common causes of sudden cardiac arrest and the recognition of early warning signs. It highlights the critical importance of timely emergency response measures, including Cardiopulmonary Resuscitation (CPR) and the use of Automated External Defibrillators (AEDs), reinforcing that prompt action is essential in saving lives.

#### Ergonomic Awareness

MISC recognises that a healthy workplace encompasses not only physical fitness, but also comfort, proper posture and injury prevention. To support employee well-being, the Office Ergonomics Awareness Programme was conducted in conjunction with ergonomic risk assessments. The programme focused on the role of appropriate workstation design and healthy work practices in preventing discomfort and long-term injuries and was delivered through a combination of e-learning modules and in-person sessions.

Participants received practical guidance on correct sitting posture, computer screen height adjustment, keyboard and mouse positioning, as well as the importance of micro-breaks and stretching during prolonged desk-based work. The programme highlighted how small adjustments can significantly reduce the risk of musculoskeletal disorders, eye strain and fatigue.

#### Substance Misuse Programme

Recognising that substance misuse can adversely affect safety, performance and interpersonal relationships, this awareness programme educates employees on the health and legal risks associated with alcohol and drug misuse. The programme also promotes healthy coping strategies and provides guidance on accessing professional support when required. Approximately 400 employees participated in these awareness sessions.

In 2025, a total of 7,992 substance misuse tests and 11,665 alcohol tests were administered. Five employees tested positive and were subsequently managed in accordance with established MISC's protocols.

#### Awareness Briefing on Drug Abuse and Its Impact on the Community for New Intake

An Awareness Briefing on Drug Abuse and Its Impact on the Community was conducted on 26 August 2025 for newly enrolled students at ALAM. The session was delivered by officers from the National Anti-Drug Agency (AADK), Alor Gajah branch and was attended by a total of 229 students.

During the briefing, AADK officers highlighted drug abuse as a significant social issue with far-reaching consequences for individuals, families and society. The session addressed the serious health and psychological risks associated with drug misuse, as well as its negative impact on academic performance, employability and long-term well-being due to addiction and dependency.

At a broader societal level, the briefing brought to light how drug misuse contributes to crime, social instability and weakened community safety. Emphasis was also placed on recognising early warning signs of drug use, accessing available support and rehabilitation services, making responsible lifestyle choices and encouraging peer support to maintain a drug-free environment.

Overall, the session effectively raised awareness among new students on the risks of drug abuse and the importance of prevention through education and mutual support. By promoting a drug-free lifestyle, ALAM seeks to cultivate a safe, healthy and conducive learning environment, reinforcing its commitment to student welfare and holistic development.

#### Noise and Hearing Conservation

This programme draws attention to the importance of hearing protection in maintaining long-term quality of life. It highlights the need for effective noise exposure control, proper use of hearing protection and regular hearing assessments, helping ensure that employees remain alert, safe and fit for work in noisy environments.

## STRENGTHENING SAFETY CULTURE

## STRENGTHENING SAFETY CULTURE




### Food and Water Safety

Grounded in the principle that good health begins with safe consumption, this programme promotes proper food handling, storage and hydration practices. Applicable across home, office and offshore settings, the training is designed to prevent foodborne illnesses and support overall well-being. Participants were also equipped with the knowledge and skills to carry out assurance activities related to food and water safety.

### Mind Guardian Programme

Marine Services takes pride in maintaining its steadfast commitment to employee well-being through the successful continuation of the Mind Guardian programme. This distinctive in-house programme aims to empower our Top 4 officers and shore employees with the knowledge and skills needed to identify signs of depression and anxiety among colleagues. Through this programme, participants learn essential counselling skills to enable them to act as first responders onboard.

### Enhancing Employee Health and Well-Being Through Workplace Facilities

|   |                       |   |
|---|-----------------------|---|
|    | <b>Nursing Room</b>   | We provide mothers room in Menara Dayabumi. These accommodations are available throughout the day for nursing mothers.  |
|    | <b>Gym</b>            | In 2022, we reopened our newly revamped gym in our Menara Dayabumi office. We also have a dedicated instructors to help guide our employees in their workout routine.   |
|   | <b>Jamming Room</b>   | Our jamming room in Menara Dayabumi is accessible to our employees, complete with a jamming equipments such as guitar, drum, sound systems and others.  |
|  | <b>Power Nap Room</b> | To encourage the benefits of power nap, Gas Assets & Solutions has embarked on initiative to support the well-being of its employees by launching a pilot power nap room for our employees based at Menara Dayabumi. The convertible meeting room to power nap room was equipped with four reclining beds.  |
|  | <b>Sports Center</b>  | <p>MISC believes that a healthy workforce is an active workforce and recognises the important role that regular physical activity plays in enhancing employee well-being, teamwork and productivity. In support of this, the Sports Centre is equipped with modern facilities designed to cater to the diverse fitness needs of employees. These include an aerobic studio, squash courts, cardio room, weight room, dart area, table tennis facilities and badminton courts.</p> <p>To further encourage active lifestyles, fitness classes such as Zumba and Yoga are organised and managed by the MISC Sports and Recreational Club (MSRC). These sessions promote physical fitness while providing employees with opportunities to de-stress, connect and maintain a balanced lifestyle. Qualified instructors are available at the gym to support employees in their fitness activities.</p> |

## SECURITY

### Security Challenges in 2025: Navigating Uncharted Waters

As a responsible global maritime and energy solutions provider, MISC Berhad recognises that geopolitical risks, such as political instability, terrorism and armed conflict, can significantly influence business continuity and stakeholder confidence. Geopolitical uncertainty is expected to intensify in 2026, largely driven by a major escalation in the Middle East, resulting in the closure of the Strait of Hormuz, a critical maritime chokepoint for global energy markets and international trade. In response, we apply a structured People, Process, Platform (PPP) Framework to strengthen our resilience, enhance governance and ensure the security of our global operations. This approach integrates duty of care for the workforce, structured operational procedures and adherence to customer security requirements across all regions in which MISC operates.

In 2025, targeted awareness programmes continued to build greater security awareness across the organisation, with a focus on the impact of geopolitical developments on maritime operations and workplace safety. Our collaboration with the Royal Malaysian Navy (RMN), including Exercise Naga Emas 2025 and partnerships with the Naval Intelligence Division (NID) and Information Fusion Centre (IFC) Singapore, reflect our commitment to intelligence sharing and Maritime Domain Awareness (MDA). Through these strategic alliances, we strengthen our capacity to manage emerging risks, safeguard our people and assets and uphold the long-term sustainability and resilience of MISC's global operations.

### Our Security Framework

Globalisation continues to shape the world economy, yet one of the most significant factors influencing global and regional stability is geopolitical risk, the potential for unexpected events arising from a country's political and strategic position. Such events can disrupt consumer behaviour and delay corporate investment decisions.

As a multinational corporation, MISC Berhad operates across diverse regions and cultural landscapes, exposing the Group to a range of geopolitical challenges, including terrorism, political tensions and armed conflict. Recognising these risks, we remain committed to safeguarding our people, clients and operations through advanced technology, strategic partnerships and deep security intelligence.

To effectively manage these risks, we have adopted the PPP Framework, focusing on:

- **People** - Ensuring duty of care through travel and expatriate security initiatives.
- **Process** - Strengthening Standard Operating Procedures for handling incidents such as armed robbery, terrorism and geopolitical instability.
- **Platform** - Upholding customer security compliance and continuous monitoring of emerging threats.

Our mitigation measures include enhancing physical security at exposed sites, closing security gaps at terminals and improving access to real-time incident data. We also continue to provide a proactive security culture across the organisation through awareness and training.

## STRENGTHENING SAFETY CULTURE

### Security Awareness Initiatives

As part of our ongoing efforts to enable a proactive security culture throughout the company, we organised security awareness webinars on geopolitical risk's impact on marine businesses. Our colleagues learned important lessons about how changing international alliances and national conflicts are affecting how marine companies conduct business. Meanwhile, a physical security awareness programme was organised as a reflection of MISC's efforts to building a safe, inclusive and supportive workplace, one where women feel seen, empowered and protected, both onshore and at sea.



### Stakeholder Engagements and Collaboration

In 2025, we conducted security awareness webinars on the impact of geopolitical risks on the maritime industry, helping employees understand how shifting international alliances and country conflicts affect business operations. We also launched a Physical Security Awareness Programme, underscoring our commitment to a safe, inclusive and supportive workplace, particularly for women, both onshore and at sea.

MISC maintains strong collaborative ties with the RMN through our annual exercise, Naga Emas 2025, which strengthens maritime security and enhances our preparedness against piracy and maritime terrorism. Our partnership with RMN's NID enables effective information sharing under the MDA initiative.



Eksesais Naga Emas 71/2025



Courtesy Call with Naval Intelligence Division

## STRENGTHENING SAFETY CULTURE

We also welcomed participants from the Malaysian Navy Junior Officer Command Course (JOCC) KD Sultan Idris 1. The engagement served as a meaningful platform to reaffirm MISC's commitment to safe and secure global operations, driven by integrated risk management and the power of intelligence sharing.



Courtesy visit with Junior Command Course (JOCC) KD Sultan Idris 1

Additionally, we actively participated in regional and national security dialogues, including seminars hosted by the Information Fusion Centre (IFC) Singapore, MIMA South China Sea Conference and a national roundtable with Bait Al Hasanah and Malaysian Institute of Defence and Security (MiDAS), focusing on strengthening maritime security capabilities and stakeholder collaboration.

Through these efforts, MISC Berhad continues to reinforce its position as a responsible global player resilient against geopolitical risks and steadfast in protecting our people, assets and partners.



9<sup>th</sup> Maritime Information-Sharing Exercise (MARISX)



12<sup>th</sup> Regional MARSEC Practitioner Programme (RMPP)



Roundtable discussion organised by Bait Al Hasanah and MiDAS

## STRENGTHENING SAFETY CULTURE

### AUDIT AND ASSURANCE

MISC's HSSE practices are subject to rigorous internal audits and assurance processes conducted by Group HSSE. These processes are designed to strengthen HSSE culture transformation, reduce high-potential incidents through timely intervention strategies and enhance compliance and operational safety across business units, marine assets, contractors and shipyards. The scope of these audits extends to group entities, business partners and third-party service providers, supporting transparency and driving operational excellence.

The audit and assurance activities further assess the adequacy and effectiveness of implemented controls and ensure compliance with applicable laws, regulations and internal requirements. Insights derived from these exercises enable MISC and its partners to identify areas for improvement, strengthen risk-based management practices and reinforce the organisation's commitment to operational integrity and continuous improvement.

#### Group HSSE Audit and Assurance

Through an independent HSSEMS assurance process, a standardised approach was established for managing risks associated with business entities and partners, including third-party involvement in vessels and offshore assets operations. This assurance process ensures effective risk management, regulatory compliance and alignment with established HSSE standards.

Effective management of third-party HSSE risks strengthens operational integrity and safeguards personnel, assets, the environment and the organisation's reputation, reinforcing a consistent and robust safety framework across all operations.

| Types of Assurance  | Description   | No. of audits and assurances conducted in 2025 |
|---|---|--|
| <b>Marine Asset Assurance (Vessels &amp; Offshore Assets)</b> | <ul style="list-style-type: none"> <li>Conducted on Floating Production Storage and Offloading (FPSO), Floating Storage Offloading (FSO), Floating Storage Unit (FSU) and vessels</li> <li>Audits are conducted at two-year intervals and the scope of the inspection is based on the 12 elements of the OCIMF Guidelines on the marine assessment of FPSO, the Company's Operations Manuals and all relevant legislations applicable to the assets</li> </ul>  | 3  |
| <b>HSSEMS Assurance</b>                                       | <ul style="list-style-type: none"> <li>Audits are conducted on MISC Group Entities, Business partners/suppliers, at every two to three-year rotation. Covers topics such as:                             <ul style="list-style-type: none"> <li>Leadership and Commitment</li> <li>Policy and Strategic Objectives</li> <li>Organisation, Responsibilities, Resources, Standards and Documents</li> <li>Hazards and effects management process</li> <li>Planning and Procedures</li> <li>Implementation and Monitoring</li> <li>Assurance</li> <li>Management review</li> </ul> </li> </ul> | 17   |
| <b>Ship Recycling Yard Assurance</b>                          | <p>Conducted to assess conditions and suitability of ship recycling yards that comply with health, safety and environmental standards, including workers' welfare and rights.</p> <p>These factors contribute to the overall suitability of ship recycling yards, ensuring they are safe, environmentally sound and compliant with international standards.</p> <p>* Read more in the Promoting Circular Economy section</p>  | 13   |

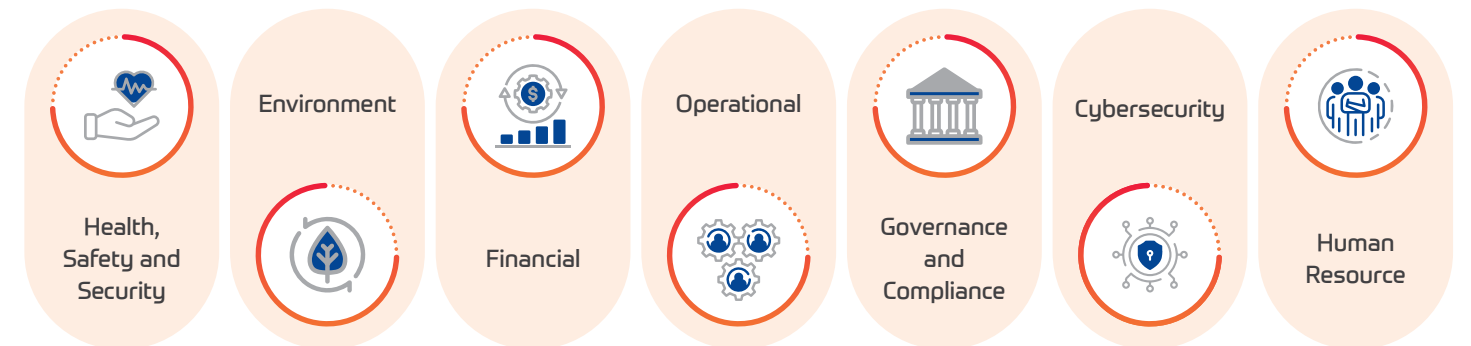
Note: Total including Group Entities, Business Partners and Third-party Ship Managers.

The key audit and assurance findings primarily relate to human factors affecting operational safety, including gaps in zonal maintenance practices, non-compliance with established procedures and protocols and weaknesses in safety practices and incident management processes. All findings are systematically tracked, monitored and verified to ensure timely and effective close-out.

## STRENGTHENING SAFETY CULTURE

### CRISIS MANAGEMENT AND BUSINESS CONTINUITY PLANNING

The Strategic Crisis Management Guideline (SCMG) was established in 2023 to ensure that MISC can effectively respond to and recover from operational and non-operational crises, while also reducing the potential impact on the organisation's reputation and operations and maintaining financial stability. This guideline also promotes preparedness, response coordination and continuous improvement in crisis management practices. The SCMG covers the following seven categories of risks that could escalate to a crisis:



#### MISC Crisis Management Drill 2025

MISC strengthened its organisational readiness through Exercise Black Tide II, a Tier 3 crisis simulation designed to test real-time response and decision-making under extreme pressure. The exercise challenged teams to manage complex security, operational, cyber and stakeholder pressures involving FSU 1 and FSU 2 near Terminal RGTSU, while validating the Crisis Management Information System and Strategic Crisis Management Guideline.

Led by the PGCEO as Crisis Commander, the exercise brought together functions and business units across the Group, reinforcing integrated coordination, clear communication and leadership continuity in safeguarding people, assets and reputation. Facilitated by PETRONAS Group HSSE, it emphasised command succession, next-of-kin management, stakeholder engagement and recovery planning, with key observations and recommendations to be incorporated to further strengthen crisis preparedness.



Crisis Management Response Exercise

## STRENGTHENING SAFETY CULTURE

### Bunga Kertas Tier-2 Emergency Exercise

On 19 August 2025, MISC successfully conducted Exercise Sathorn, a Tier 2 emergency simulation involving *FSO Bunga Kertas*. The exercise was designed to test and validate integrated crisis response capabilities across borders, engaging Emergency Management Teams (EMT) in Kuala Lumpur and Bangkok, in collaboration with partners FPSO Ventures and Chevron.

The simulation replicated a realistic emergency scenario, enabling effective validation of communication protocols and further refinement of coordination among response teams and the Integrated Emergency Management Centre (EMC) in Bangkok. Exercise Sathorn reinforces MISC's commitment to operational safety, emergency preparedness and continuous improvement, ensuring personnel are well-equipped to respond decisively and effectively to potential incidents.

### Sungai Udang Port Lay-up Drill

On 2 September 2025, Sungai Udang Port Sdn. Bhd. (SUPSB) conducted its Lay-Up Drill at Wisma MISC, Cyberjaya, to enhance safety performance, emergency preparedness and operational excellence. The exercise brought together representatives from key MISC business units and simulated a range of vessel lay-up scenarios, including severe weather conditions, anchor dragging, man-overboard incidents, re-anchoring operations and oil spill response readiness.

The drill strengthened coordination, decision-making and environmental preparedness across participating teams. Key outcomes included the identification of opportunities to further refine standard operating procedures (SOPs), reinforce clarity in communication, roles and reporting lines and enhance overall response effectiveness. The insights gained from the exercise will inform future improvements, supporting the continued development of a strong HSSE culture and safer, more resilient and sustainable maritime operations.

## ASSET INTEGRITY MANAGEMENT

At MISC, there are two types of critical assets: vessels (petroleum and gas) and offshore facilities. Due to the different nature of these assets, the asset integrity is managed differently, as elaborated in the following section.

### Integrity of Vessels

MISC is subject to applicable IMO Conventions such as SOLAS, MARPOL and the International Convention of Load Lines. We are also guided by the contract terms to manage our assets. Vessel integrity management is under the purview of Marine Services and other appointed ship managers.

Part of ensuring vessel integrity is through risk management which is managed through the vessel's annual Planned Maintenance System (PMS). The PMS also acts as the asset management plan where the PMS on all our vessels is approved by the appointed Classification Societies. This enables our ship manager to plan, perform and document vessel maintenance at intervals complying with Class and manufacturer requirements, in ensuring safe and reliable vessel operations.

We ensure the robustness of vessel integrity management through various regulatory and industry audits such as:

- 1 Mandatory regulatory assessments:**
  - Conducted by the appointed Classification Society on behalf of the flag state where the frequency is specified according to relevant regulations
- 2 Tanker Management and Self Assessment (TMSA) Programme and Ship Inspection Report (SIRE) Programme developed by the OCIMF, which our customers are also members of:**
  - TMSA assesses our ship manager's safety management system against set KPIs and minimum standards
  - Ship Inspection Report assesses shipboard quality and safety standards
- 3 Audits by ship managers:**
  - Conducted annually for all our vessels per the regulatory requirements by the vessel's flag state and relevant ISO standards on quality, environmental, safety and energy management

Findings from these audits and assessments are used for continuous improvement in ensuring the integrity and efficiency of our vessels.

## STRENGTHENING SAFETY CULTURE

### Integrity of Offshore Facilities

The Offshore segment holds ISO 55001:2014 Asset Management System certification for its facilities. To maintain compliance with this standard, the segment has implemented an Asset Management Policy and an Asset Management System Manual, which provide guidance to ensure adherence to regulatory requirements, fulfilment of customer expectations, alignment with industry standards and enhancement of safety and security measures. Oversight of offshore facilities integrity management rests with the Director of Asset Operations, Offshore segment.

ISO 55001:2014 Asset Management System certification entails annual surveillance audits and recertification audits every three years, conducted by an external auditor. Internal audits are performed in advance of these audits to ensure preparedness. Findings from both internal and external audits inform continual improvement initiatives, supporting the ongoing integrity and reliability of offshore facilities.

### Advance Quality Inspection in FPSO Construction

The Offshore business segment is driving innovation by adopting advanced inspection technologies to enhance asset integrity and support efficient repair and conversion of FPSO units. A key focus is on Non-Destructive Testing (NDT), which enables accurate data collection to support predictive maintenance and extend asset life.

By integrating tools such as robotics, drones and advanced NDT techniques, we aim to reduce downtime, improve inspection precision and strengthen safety performance. Collaborations with global experts facilitate knowledge transfer to internal teams, building long-term technical capabilities.

This transition to smarter inspection practices reinforces existing workflows and positions the segment for future conversion projects, where precision and reliability are paramount.

## OPERATIONAL EXCELLENCE PERFORMANCE

In a competitive business environment, we remain committed to delivering high-quality service to our customers while driving sustainable growth for our shareholders. This is achieved through efficient vessel management, rigorous asset maintenance and strategic planning of fleet renewal and newbuild programmes to meet evolving customer demands.

### Vessel Availability

>99%

### Vessel Utilisation

>95%

### Offshore Floaters' Uptime Performance

>97%

# OUR PEOPLE, OUR STRENGTH

# OUR PEOPLE, OUR STRENGTH



## Our Commitment

Futureproof talents and drive leadership agenda by accelerating talent potential in a high-performing organisation

## Our Contribution to SDGs



Promote female participation in the maritime industry and ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making



Promote equal opportunities in the workplace irrespective of age, gender, nationality and cultural background

The Group also advances diversity and inclusion by valuing different perspectives and promoting equal opportunity across the organisation. Creating space for varied experiences and viewpoints strengthens collaboration and supports better decision making. Through these efforts, MISC aims to build a positive and enabling working environment that supports sustainable performance and long-term value creation.

## ADVANCING OUR TALENT STRATEGY

In 2025, we continued to build on the strong foundation established in prior years, reinforcing our commitment to developing a future-ready workforce to support MISC's vision and long-term aspirations. Our efforts this year were focused on advancing the Group's Talent Strategy to strengthen leadership continuity, enhance critical capabilities and ensure sustained organisational resilience.

The Talent Strategy is structured around three key focus areas:

**Talent Fulfilment:** Ensuring the availability of appropriate talent to meet current and anticipated business requirements. This includes strengthening productivity measures to enhance organisational effectiveness and enabling global mobility through structured job rotations and cross-entity assignments.

**Workforce Capability:** Advancing capability development with emphasis on critical and emerging skills required to support new energy initiatives, digitalisation and decarbonisation. This is delivered through structured capability management processes and targeted interventions to address identified capability gaps.

**Leadership & Culture:** Strengthening leadership depth across all levels by promoting inclusive, accountable and change-ready leadership behaviours. This supports cultural alignment, enhances employee engagement and enables enterprise-wide transformation in line with the Group's strategic direction.



At MISC, our people are fundamental to delivering our strategic priorities and advancing our 2050 ambition. The Group focuses on building an engaged, diverse and inclusive workforce equipped to meet evolving industry and stakeholder expectations. Priorities include strengthening leadership capability, preparing talent for future operational requirements and supporting the Company's long-term strategic direction. In parallel, practical measures are implemented to manage climate-related risks, with employee safety and well-being integrated into workforce planning and risk management processes.

Workforce well-being and development are supported by structured human resource policies, fair labour practices and a safe, inclusive and respectful working environment. Continuous learning is delivered through formal training programmes and defined career pathways that enhance capability across the organisation. Sustained investment in workforce development strengthens operational resilience and supports the Group's ability to adapt to technological advancement, regulatory developments and market shifts over the short-, medium- and long-term.

## STRENGTHENING TALENT FULFILMENT

In 2025, talent readiness remained a strategic focus for MISC. The Group strengthened workforce planning, recruitment and global mobility frameworks to ensure alignment between business priorities and workforce capacity, positioning the organisation to respond effectively to evolving operational and strategic requirements.

### Strategic Workforce Planning

Our strategic workforce planning aligns human capital needs with business objectives and optimises our manning requirement and manpower cost. The five-year strategic plan allows us to look at future resource requirements, skill gaps and developmental needs. This enables us to define the right intervention plan to ensure manning continuity, specifically whether to build, buy or borrow talents. It helps us assess strategic workforce decisions, ensuring that our talents are effectively positioned to support our long-term goals.

To support timely and objective decision making, we have adopted a data-driven approach informed by key performance metrics such as hiring and attrition trends, succession planning and manpower utilisation. These insights are consolidated and reviewed through updates to the Management, providing a clear basis for workforce planning decisions. This approach ensures that talent is effectively positioned to support our long-term goals and contributes to building a resilient and future-ready workforce aligned with the Group's evolving business portfolio and sustainability ambitions.

### Talent Acquisition Initiatives

All MISC's hiring policies comply with both local and international labour regulations such as the Employment Act 1955 and Industrial Relations Act 1967 for Malaysia, the International Labour Organization (ILO) standards and the Maritime Labour Convention (MLC). We uphold a zero-tolerance approach to child labour and forced labour, as outlined in our Human Rights Policy and Modern Slavery Statement. Furthermore, all third-party entities conducting work for or on behalf of the Group are required to adhere strictly to these regulations, reinforcing our dedication to ethical labour practices and the protection of human rights.

### Talent Pipeline Development

MISC's talent acquisition strategy remains focused on attracting experienced professionals to address evolving business priorities, operational requirements and critical capability gaps. This approach enables the Group to secure specialised expertise while maintaining continuity in the delivery of its strategic and operational objectives.

In parallel, MISC is strengthening long-term workforce sustainability through the gradual expansion of early career talent initiatives. By balancing seasoned technical expertise with the cultivation of emerging talent, the Group is building a sustainable talent pipeline aligned with future business needs and contributing to the broader national talent ecosystem.

### Strategic Digital Talent Acquisition

Leveraging on professional social networking platform remains an integral component of MISC's responsible and transparent talent acquisition practices. The Group continues to utilise digital sourcing platforms as a key sourcing channel to enhance talent outreach, strengthen employer visibility and support evidence-based decision-making. Through access to the platform's extensive professional networks and analytics capabilities, MISC gains access to a wider and more diverse pool of candidates while ensuring the talent acquisition processes are inclusive, fair and aligned with industry standards. The platform's market insights on talent availability and emerging skills trends also support more strategic workforce planning, enabling the organisation to anticipate future capability needs and respond more effectively to an evolving operating environment.

## OUR PEOPLE, OUR STRENGTH

### University Engagement

In 2025, MISC strengthened its engagement with youth and universities as part of its commitment to developing a sustainable talent pipeline. The Group participated in the Universiti Teknologi PETRONAS (UTP) Career Fair, engaging approximately 300 students to provide insight into career pathways, sustainability priorities and opportunities within the maritime and energy sectors.

MISC also took part in the GRADUAN Select ISpeed Interview session, offering students and recent graduates practical exposure to interview processes and workplace readiness expectations. These initiatives support the development of a structured early-career talent pipeline aligned with the Group's future workforce requirements.

The engagement was anchored on three core pillars:

- **Business:** Strengthen the employer brand and attract high-potential candidates
- **Environmental:** Promote sustainability initiatives and low-emissions shipping technologies
- **Social:** Foster inclusive engagement, including with underrepresented groups in science, technology, engineering and mathematics (STEM)

Going forward, the Group will expand on-site engagement with leading public and private universities in Malaysia and selected institutions overseas. Collaboration with business units will be further strengthened, alongside the continued positioning of ALAM as an integral component of the Group's broader talent ecosystem.

### Graduate Employability Enhancement Scheme (GEES)

The Graduate Employability Enhancement Scheme (GEES) forms part of MISC's long-term workforce planning framework and supports the development of a sustainable talent pipeline. Introduced in 2024, the programme is designed to attract high-potential Malaysian graduates and contribute to structured succession and capability development across the Group.

GEES provides a two-year structured development pathway that combines on-the-job learning with direct industry exposure. Participants build technical and professional competencies aligned with business-critical functions. By the end of 2025, 20 participants had been placed across the MISC Group, reflecting the programme's continued implementation and its role in strengthening future leadership and technical capacity.

### Internship Programme

The Internship Programme remained an important component of MISC's commitment to promoting inclusive access to skills development and supporting the national agenda for human capital advancement. In 2025, the programme achieved a meaningful milestone with the onboarding of MISC's first diploma-level intern from ALAM. This expansion reflects the organisation's continued efforts to broaden participation among students from diverse academic pathways, ensuring that opportunities for industry exposure are equally available.

By providing structured and supervised workplace learning, the internship programme supports the transition of youth into the workforce, strengthens their employability and contributes to the long-term development of Malaysia's talent landscape. The inclusion of diploma-level candidates also aligns with the national emphasis on strengthening Technical and Vocational Education and Training (TVET) pathways, reinforcing MISC's role as an active partner in shaping a more inclusive and future-focused talent ecosystem. This initiative forms part of the organisation's broader social responsibility commitments, particularly in empowering young Malaysians and promoting equitable access to early career opportunities.

### Global Mobility

MISC provides structured pathways for employee mobility across entities and geographies, enabling cross-entity assignments and job rotations that support both career progression and organisational effectiveness. These initiatives broaden functional expertise, provide exposure to diverse operational environments and strengthen the deployment of critical talent across the Group's global footprint. Strategic mobility supports succession planning and ensures key roles are filled by appropriately skilled personnel, while equipping employees with the experience required for future leadership responsibilities.

In 2025, we successfully filled an extensive number of our shore-based vacancies through internal movements as a result of our career progression and global mobility programmes.

## BUILDING WORKFORCE CAPABILITY

As part of MISC's five-year Talent Strategy, the Group continues to implement a range of learning and development initiatives focused on strengthening workforce capability across its operations. In 2025, 4,967 of our shore employees attended training programmes, averaging 20 training hours per employee. These initiatives aim to equip employees with the skills to adapt, innovate and excel in the evolving energy and maritime sector while supporting the Group's long-term sustainability objectives.

### Functional Capability Development Framework

In 2025, MISC embarked on enhancing its Functional Capability Development Framework to better respond to emerging industry requirements, equipping employees with the skills to adapt, innovate and excel in the evolving energy and maritime sector. Competency requirements for each role are defined through a structured and transparent approach, guiding the design and prioritisation of targeted learning programmes. This ensures that capability-building efforts not only enhance current role effectiveness but also cultivate future-ready skills in support of MISC's long-term sustainability objectives.

### Key Development Programmes in 2025

#### Techno-Commercial Excellence in Maritime

The Techno-Commercial Excellence in Maritime (TEXiM) programme is designed to strengthen techno-commercial skills to bridge technical expertise and commercial acumen that is fit for purpose for MISC in the space of maritime industry, while fostering cross-entity collaboration. Delivered in partnership with UTP, TEXiM equips participants with the skills to make informed, value-based decisions that support long-term business objectives. Looking ahead, MISC intends to expand participation to a broader group of technical professionals and embed key programme insights into the Group's wider talent development initiatives.

#### MISC Professional Engineer Development Programme

In 2025, MISC launched the Professional Engineer Development Programme to strengthen the capabilities of its engineering workforce and support employees in attaining professional accreditation. The initiative enhances technical standards across the organisation while contributing to structured and sustainable career progression.

The programme will be progressively scaled, supported by formal mentorship and continuous guidance to assist participants through to certification completion.

#### Port and Terminal Multiskilling Programme

This programme certifies Marine Executives to perform multiple roles i.e., Marine Controller, Offshore Pilotage, Loading Master and Marine Pilot. This develops multi-skilled executives to enhance operational efficiency and versatility by equipping participants with the knowledge and competencies across these disciplines, enabling them to safely and effectively manage complex, next-generation fleet operations.

#### Collaboration with Universities and TVET Institutions for Heavy Engineering

Partnerships with TVET institutions to establish a sustainable talent pipeline, ensuring graduates enter the workforce with job-ready and industry-relevant skills.

#### Awareness on Energy-Saving Technologies for Petroleum & Products Segment

This business awareness and learning sessions were conducted to strengthen organisational understanding of alternative fuels in support of the MISC Group's decarbonisation agenda. The sessions first focused on Marine Environment Protection Committee (MEPC) outcomes and their implications for business, followed by topics on exploration of decarbonisation pathways, including the evaluation of energy-saving technologies, alternative fuels such as biofuels and LNG and the future potential of green ammonia and carbon capture technologies.

## OUR PEOPLE, OUR STRENGTH

## OUR PEOPLE, OUR STRENGTH

### e-Learning Programmes

MISC continues to leverage its established online learning platform to identify employee developmental needs and assign Group-driven e-learning content tailored to business requirements. This includes essential topics such as sustainability, compliance and safety, ensuring that each employee receives structured and relevant training aligned with organisational goals. With access to over 22,000 learning modules across a wide range of subjects, employees can engage in flexible, self-paced development anytime, anywhere and on any device, ensuring continuous professional growth and enhancing workforce competency.

### MyWisdom: Fostering Continuous Learning in MISC

MyWisdom is a digital training and knowledge-sharing platform designed for the Offshore segment. The platform facilitates the seamless exchange, dissemination and collaborative sharing of technical knowledge, expertise and insights, while also serving as a central repository to preserve and leverage organisational intellectual property among Offshore personnel.

The learning content on MyWisdom is curated by internal subject matter experts and spans more than 50 offshore related topics. The platform was developed to support Talent Management objectives and to address identified gaps from the Functional Competency Assessment for Offshore segment's employees. As part of this initiative, technical knowledge has been transformed into engaging audio-visual e-module content, enabling a flexible and immersive learning experience.

MyWisdom leverages existing MISC digital infrastructure, including the TMS and Microsoft Stream, to host e-module courses. The platform features live Q&A capabilities to encourage interactive engagement, with automated tracking of employee learning progress.

By capturing institutional knowledge and enabling continuous professional development, MyWisdom contributes to workforce capability building and supports employees in earning Continuing Professional Development (CPD) hours for professional certifications. Through the integration of diverse expertise across the organisation, the platform strengthens MISC's talent pipeline and enhances workforce readiness to meet the evolving demands of the offshore industry.

### Key Development for Seafarers

MISC's operational performance is supported by a strong pool of seafarers managed through its Marine Services division. To build a highly skilled and sustainable maritime workforce, Marine Services implements a structured capability development programme for both seafarers and shore-based personnel, ensuring consistently high standards of competence, safety and operational excellence across the fleet.

MISC seafarers currently operate and manage a diverse and increasingly complex range of vessels, including Very Large Ethane Carriers (VLECs), LNG Bunker Vessels (LBVs), LNG Carriers (LNGCs), LNG dual-fuel petroleum tankers, Dynamic Positioning Shuttle Tankers (DPSTs), LNG Floating Storage Units (FSUs) and Modular Capture Vessels (MCVs).

In response to an evolving market environment, Marine Services is proactively addressing the growing demand for expertise in advanced gas and dual-fuel vessels. This includes the progressive reskilling of the existing workforce through specialised training in alternate fuel management, the systematic upskilling of seafarers from conventional vessels to support their transition into the specialised gas fleet and targeted upskilling programmes for gas fleet engineers transitioning from steam to motor propulsion. These initiatives enable the Group to meet evolving customer requirements while supporting the long-term employability and career progression of its seafarers.



Key capability development initiatives implemented by Marine Services include:

**Ammonia Fuel Readiness:** Marine Services is exploring the adoption of ammonia as a potential low-carbon marine fuel, with a focus on building foundational capabilities and operational readiness to support future deployment.

**Steam-to-Motor Programme:** In collaboration with ALAM, Marine Services implemented an upskilling programme to strengthen seafarers' competencies and certify steam engineers to operate gas vessels with motor propulsion systems.

**Skills Enhancement Programme for Ratings:** A basic welding course was introduced for Ratings to strengthen technical proficiency, promote safe hot work practices and enhance practical on-board capabilities.

**DPST Programme:** Marine Services continues to enhance seafarers' skills to support MISC's expanding DPST fleet, with the strong pool of DPST personnel reflecting the successful development of home-grown talent capable of assuming higher operational responsibilities.

**New Vessel Familiarisation Programme:** A structured programme designed to ensure seafarers are fully acquainted with the technical, operational and safety requirements of newly introduced vessels, focusing on system functionality, regulatory compliance and best practices to enable safe and seamless integration into fleet operations.

**Shipboard Supervisory Course:** This programme is designed to strengthen the leadership capabilities of shipboard supervisors, including Bosuns and Fitters, by enhancing their skills in team leadership, decision-making and operational management. The course covers critical competencies such as operational safety procedures, effective communication, teamwork, delegation, accountability, trust building and managing operational pressures. It also provides guidance on workplace practices, including fair and skills-based hiring.

In 2025, Marine Services invested RM22.3 million in training and development programmes for seafarers, with 3,663 seafarers participating in these initiatives and an average of 19 training hours per employee.

## OUR PEOPLE, OUR STRENGTH

### Facilitating Sea to Shore Career Advancement

As part of our commitment to career development and workforce continuity, we provide seafarers with opportunities to transition into shore-based roles. Selected employees undergo a comprehensive 6- to 12-month training programme to build expertise in office-based functions and gain a deep understanding of shore management for vessels and related operations. To support retention and recognise employee contributions, we have implemented Unified Terms and Conditions across our fleet, offering competitive compensation packages. In 2025, 42 employees completed the programme, strengthening our talent pipeline and supporting long-term organisational sustainability.

### Sustainable Pool of Future Seafarers Talent

MISC is building a dedicated and specialised crew base to develop the next generation of seafaring talent. In 2025, we sponsored 776 cadets at ALAM, including 153 new recruits, reflecting our focus on developing skilled professionals and supporting the long-term sustainability of the maritime workforce.



### LEADERSHIP AND CULTURE

In 2025, the Group prioritised the advancement of leadership capability and the development of a cohesive organisational culture. It continued to implement a comprehensive range of initiatives to develop inclusive, change ready and performance driven leaders, while reinforcing cultural values that promote accountability, collaboration and a growth mindset.

MISC adopts a structured approach that combines leadership development, experiential learning through assignments and targeted cultural initiatives to prepare employees with the skills, behaviours and experience required to respond to industry shifts and operational demands across its energy and maritime businesses.

## OUR PEOPLE, OUR STRENGTH

### Leadership Development

#### MISC Leadership Programme



MISC strengthened its leadership capability in 2025 through targeted programmes designed to address the specific development needs for its future leaders. Executive coaching was deployed for selected business and enterprise critical roles successors, focusing on enhancing leadership capability, strategic decision-making, stakeholder management, and readiness for enterprise-critical roles.

Complementing formal learning, experiential development assignments were also systematically deployed. These include cross-functional projects, enterprise task forces, international exposure, stretch roles and strategic transformation initiatives. Such assignments are purposefully matched to individual capability gaps and succession readiness requirements, ensuring experiential learning translates directly into business impact.

Through this integrated approach of combining structured pathways, executive coaching and targeted stretch assignments MISC reinforces a sustainable, future-ready leadership pipeline aligned to enterprise growth ambitions.

#### Talent Management Framework

Talent Management is a cornerstone of MISC's Talent Strategy, established to strengthen leadership bench strength and embed a consistent leadership culture across the Group. The framework ensures a sustainable pipeline of capable leaders who are equipped to deliver current business priorities while preparing the organisation for future growth and transformation. It integrates three interdependent pillars: Top Talent Management, Succession Planning and Leadership Development Programmes.

#### Top Talent Management

MISC adopted a structured and evidence-based approach to identify, assess and differentiate high-performing and high-potential leaders. Talent evaluations are multi-dimensional, incorporating leadership competency assessments, learning agility indicators and personality archetype insights. This disciplined methodology enhances objectivity, transparency and consistency in talent decisions. It enables focused development interventions, strengthens leadership quality and ensures that investment in talent delivers measurable organisational impact.

#### Succession Planning

Succession planning is critical for MISC to continuously have a consistent and dependable pipeline of talented professionals ready to assume the Business and Enterprise Critical roles. Our robust succession planning exercise and talent development earmark potential successors and high potential talents, ensuring business continuity while future-proofing leadership capacity.

This is achieved through systematic succession mapping, rigorous bench strength analysis and targeted talent development interventions. Regular Talent Review and Calibration sessions align individual career aspirations with enterprise priorities, supporting a pipeline of ready-now and future-ready successors. Successor identification is anchored on sustained performance, demonstrated leadership capability and alignment with MISC's leadership behaviours. External leadership assessments are leveraged where appropriate to enhance decision quality, mitigate bias and accelerate successor readiness.

We ensure that our pool of talent is equipped with the necessary leadership and functional competencies. Intervention plans are implemented to close capability gaps, safeguarding the organisation's ability to fill critical positions with qualified, high-performing individual.

|  | 2025 Performance | 2025 Target |
|--|------------------|-------------|
| High-Performing Talent Retention   | 94%              | 95%         |
| Successors Ratio (Enterprise Critical Position: Executive Leadership Team) | 3:1              | 2:1         |
| Successors Ratio (Enterprise Critical Position: Others)                    | 3:1              | 2:1         |

#### Leadership Development Programme

Structured leadership development pathways were implemented across all leadership levels, ensuring consistency with enterprise expectations while remaining closely aligned with MISC's strategic priorities. Additionally, MISC partnered with leading international education institutions to deliver Executive Education programmes that strengthen strategic foresight, enterprise thinking, and global leadership perspectives, equipping leaders to navigate complexity and drive long-term value creation.

Read more in the MISC Leadership section.

## OUR PEOPLE, OUR STRENGTH

### Strengthening Cultural Foundation and Shared Values

MISC continued to uphold its cultural beliefs and shared values to support long-term organisational resilience. The Group remained focused on promoting accountability, constructive communication and a growth mindset, ensuring employees are aligned with the behaviours required to navigate evolving industry demands.



In 2025, the Group implemented targeted programmes to strengthen its cultural foundation and deepen alignment with shared values, as outlined below.

#### Enterprise Culture Intervention

The Enterprise Culture Intervention was launched to ingrain a consistent Enterprise Mindset across the Group, anchored on Accountability, Transparency and Efficiency. The intervention focuses on strengthening organisational discipline and alignment on ways of working to support sustained performance at scale.

Strong engagement was recorded, with participation from 234 Senior Managers across 11 regional workshop sessions. In parallel, alignment at the most senior level was reinforced through the ELT Step Back Moment, providing a dedicated forum to reflect on enterprise priorities and strategic leadership expectations.

The Group will progressively expand the programme's reach across all levels to ensure its impact is experienced organisation-wide.

#### MISC Leadership Dialogue

The MISC Leadership Dialogue (MLD) is an annual flagship programme designed to serve as a platform for strategic alignment, leadership engagement and enterprise level dialogue among MISC leaders.

The inaugural MLD in 2025 was anchored on Accountability, Transparency and Efficiency as an enterprise cultural accelerator, to align leadership expectations and operationalising the Enterprise Mindset across the Group. The programme strengthened leadership accountability and ownership of outcomes.

MLD engaged 71 leaders and was guided by a structured framework focused on strategic alignment, execution planning and impact measurement. This ensured that discussions were translated into clear commitments and tangible follow-through. As part of the programme, ATE Champions were appointed from among the ELT to reinforce consistent application of the culture accelerators across the organisation.

Looking ahead, MLD will continue to serve as a structured dialogue platform to facilitate meaningful conversations, enable the sharing of insights and align leaders on enterprise priorities across the Group.

## OUR PEOPLE, OUR STRENGTH

### Fostering High Performance Culture

At MISC, we cultivate a high-performance culture across the Group by aligning individual objectives and behaviours with organisational outcomes. This is supported by a comprehensive Employee Performance Management (EPM) process, regular performance check-ins and a strong commitment to transparency. We ensure fair and competitive remuneration and provide structured opportunities for continuous learning, development and career progression.

#### Employee Performance Management

Employee Performance Management provides a structured approach to recognising and rewarding employees fairly for their contributions. The established annual employee performance management creates a clear linkage between individual performance outcomes and organisational reward mechanisms, ensuring that achievements and behaviours are assessed consistently and equitably.

The framework is designed to promote clarity around performance expectations and to demonstrate how individual contributions support overall business objectives. It also enables leaders to make well-informed, evidence-based decisions and fosters a culture of continuous improvement across the organisation.

#### High-Performance Culture

Goal setting at the start of the year remains a key mechanism for aligning individual roles with the organisation's strategic objectives. This process ensures employees have clear visibility of priorities and understand how their contributions support overall business outcomes.

Quarterly performance check-ins enable ongoing monitoring of progress, timely recalibration of objectives and responsiveness to evolving business needs. Regular and structured performance conversations reinforce accountability and engagement, while supporting continuous development and long-term career progression.

## REMUNERATION AND REWARDS

MISC provides equitable, competitive and performance linked rewards aligned with the MISC Group's Talent Strategy. In support of talent attraction and retention priorities, the Group upholds fair compensation practices for all employees, regardless of gender, race, age, ethnicity, religion or other characteristics.

We conduct annual remuneration reviews to ensure our compensation packages remain competitive and aligned with market benchmarks. Our remuneration structure is guided by the pay-for-job principle and merit-based practices, reaffirming fairness while rewarding individual contributions. Complemented by a differentiated reward approach, this framework promotes a high-performance culture that recognises effort, celebrates achievement and strengthens long-term talent retention.

Key components of our remuneration approach include but not limited to market-competitive salary and benefits, performance-based rewards such as salary increments and performance bonuses, as well as flexible working arrangements. These elements are designed to recognise and motivate employees, support well-being, mitigate cost-of-living pressures and ensure strong alignment between individual performance and overall business outcomes.

To support this, a Group-wide Remuneration Policy was introduced to enhance governance and ensure consistency in remuneration practices. The Policy defined the high-level remuneration philosophy and principles which promotes the creation of equitable, motivating and supportive work environment that effectively attracts, retains and inspires a high-performance workforce.

## OUR PEOPLE, OUR STRENGTH

### Core Principles of MISC Remuneration Policy

#### Adaptable:

Aligned with business goals and adaptable to changes in business outlook and strategy

#### Equitable:

Commensurate with accountabilities, competencies and performance of our diverse workforce, in consideration of Enterprise alignment

#### Sustainable:

Market-competitive and cater to diverse workforce needs while complying with relevant statutory requirements

These principles underpin all remuneration-related guidelines, encompassing salary, benefits, recognition and workforce well-being.

In support of fair and equitable compensation, salary increments for lower-income employees were set above the national inflation rate, providing targeted support in response to rising cost-of-living pressures. In addition, a Living Wage Study was presented to the Board Nomination & Remuneration Committee (BNRC) in 2025, confirming that all MISC employees earn above the established national living wage threshold.

Employee remuneration structures comply with all applicable laws and regulations across the jurisdictions in which MISC operates, including requirements related to working hours, minimum wages, overtime and statutory benefits. This compliance reflects MISC's continued commitment to ethical and responsible employment practices.

MISC has further strengthened its performance bonus governance framework by reinforcing the alignment between rewards and performance outcomes. The performance bonus structure is strategically linked to both overall business performance and individual contributions, ensuring that rewards reflect measurable results, sustained value creation and within financial affordability. As the Company advances towards its 2030 vision, the performance bonus framework further reinforces our Pay-for-Performance philosophy and supports the delivery of sustained high performance.

## DIVERSITY & INCLUSION

MISC is committed to fostering an inclusive workplace by removing barriers and creating equal opportunities for all employees. The Company's Diversity and Inclusion (D&I) strategy is anchored on three strategic priorities: strengthening diversity across gender, nationality and multi-generational representation; cultivating an inclusive culture and work environment; and reinforcing leadership accountability for D&I outcomes.

|  | Focus Areas   | 3-Year Aspiration   |
|--|---|---|
| <b>Grow Our Diversity (Gender/Multinational &amp; Multi-Generations)</b> | <ul style="list-style-type: none"> <li>Gender</li> <li>Multi-National</li> <li>Multi-Generations</li> </ul> | <ul style="list-style-type: none"> <li>Women in Senior Leadership (GM and Above)</li> <li>Multi-Nationals in Senior Leadership (GM and Above)</li> <li>Managers in Succession Pool</li> </ul> |
| <b>Build an Inclusive Culture and Work Environment</b>                   | <ul style="list-style-type: none"> <li>Culture</li> </ul>   | <ul style="list-style-type: none"> <li>Differences in perspectives are respected and valued</li> </ul>  |
| <b>Drive Leadership Accountability</b>                                   | <ul style="list-style-type: none"> <li>Leadership Effectiveness</li> </ul>                                  | <ul style="list-style-type: none"> <li>Leaders at all levels who are inspiring and inclusive</li> </ul>   |

This commitment is operationalised through targeted programmes inclusive leadership initiatives and structured well-being support. These measures promote equitable opportunities, mitigate unconscious bias, strengthen leadership capability and sustain employee resilience and engagement.

## OUR PEOPLE, OUR STRENGTH

Key initiatives during the year as illustrated below:

### The Platform Series



The Platform Series is a leadership forum featuring experienced external speakers from multicultural perspectives, focusing on physical and mental well-being as well as inclusive leadership.

In 2025, the series emphasised advancing women leadership and strengthening gender representation within the maritime and energy sectors through a themed dialogue, *“Charting the Course: Women’s Leadership and Legacy in Maritime and Beyond.”*

The session aimed to support leadership development, knowledge sharing and the empowerment of female talent across MISC. Through this initiative, MISC seeks to inspire employees and showcase role models who exemplify leadership excellence and diverse career pathways within the maritime industry and beyond.

### PETRONAS Leading Women Network – Maritime Chapter

The PETRONAS Leading Women Network (PLWN) – Maritime Chapter was established to strengthen gender diversity, advance inclusive leadership and foster a supportive and inclusive work culture within MISC. The network’s core objectives include providing equal opportunities, encouraging allyship in support of gender equality, cultivating an inclusive work environment and raising awareness of unconscious bias. Moving forward, a dedicated committee will be established to drive structured initiatives that support female talent development and embed inclusive practices across the organisation.

### Fostering an Inclusive Workforce at AET

In 2025, AET focused on several key initiatives to build a more inclusive culture among its employees. In March 2025, AET celebrated International Women’s Day globally. Offices in London and Singapore honoured female colleagues and the company shared inspiring stories from women working in maritime and across AET.

In June, AET marked the International Day of the Seafarer with global “Respect Moments”, focusing specifically on crucial topics like anti-bullying and harassment. In addition, AET participated in the Diversity Study Group DEI Survey in September to gather valuable information on employee cultural awareness and psychological safety.

These efforts shape AET’s culture, with plans now being guided by the Diversity, Inclusion and Belonging Community of Interest, which will focus on new cross-regional events and improving the onboarding experience.

### Well-being and Inclusion

At MISC, we recognise that fostering a healthy, inclusive and productive workforce is essential to achieving our business objectives and driving long-term success. Our well-being initiatives extend beyond physical health to create an environment where leaders promote inclusivity and ensure psychologically safe workplaces. We are committed to empowering our employees by providing work flexibility through the provision of flexible work arrangements that support the balance between professional and personal commitments, reinforcing the Group’s dedication to employee well-being.

- **FlexWear** enables employees to adopt smart business casual attire, promoting an inclusive, positive and professional image while maintaining comfort and safety. This commitment is further supported through women-specific Personal Protective Equipment (PPE), ensuring female seafarers have protective gear that is safe, comfortable and properly fitted.

## OUR PEOPLE, OUR STRENGTH

- **FlexWork** provides flexible work arrangements, allowing employees to choose daily working hours and adopt a hybrid work model (in-office and work-from-home). Guided by clear policies and guardrails, this approach helps employees balance professional and personal commitments without compromising productivity or deliverables.
- **FlexBenefits** enhances medical support by establishing a shared provision for outpatient and specialist visits, as well as dental and optical care. The increased benefit cap allows employees to access healthcare flexibly, based on their specific needs.
- **FlexCareer** defines processes and guidelines for engaging a contingent workforce, either externally or through internal employees who require temporarily reduced working hours for personal reasons, providing a viable alternative to full resignation.

### Leave Provisions

#### Maternity and Paternity Leave

In compliance with the Malaysia Employment Act and ILO guidelines, MISC provides up to 98 calendar days of paid maternity leave for female employees and seven consecutive days of paid paternity leave for male employees for each delivery by their spouse. These benefits support family well-being and help employees manage significant life events.

#### Compassionate Leave

MISC provides paid compassionate leave for employees to attend to important personal and family circumstances, including the employee’s marriage, the marriage of a legal child, the death of an immediate family member, or events resulting from natural calamities or material damage. Compassionate leave is also granted in cases of critical illness or hospitalisation of an employee’s immediate family members, including parents, spouse, or legal children.

### Employee Assistance Programme

At MISC, we promote the holistic well-being of our workforce through our Employee Assistance Programme (EAP). Through the Employee Assistance Programme (EAP), we provide support that addresses physical, mental and emotional health. By providing access to personalised guidance from professionals, the EAP empowers employees to take charge of their health effectively with features such as self-help lessons and integration with external health devices that enhance the ability to track and manage progress.

#### Digital Coaching App

A versatile tool offering personalised guidance to support holistic health and well-being.

#### Remote Therapy

One-on-one video consultations with clinical psychologists for professional mental health support.

#### Wellness Website

A centralised hub for EAP resources, providing easy access to support services.

#### 24/7 Careline

Around-the-clock access to psychological support, ensuring employees feel safe and supported at all times.

Additionally, MISC organises a series of health drives and provides free on-site health check-ups, while advocating preventive health screening for employees. These sessions are designed to support early detection and management of potential health issues, alongside personalised consultations with experienced healthcare professionals. Through tailored advice, employees receive practical guidance aligned with their individual health profiles. Beyond the screenings, the health drives also raise awareness of the value of regular monitoring and preventive care, supporting employees in taking greater ownership of their overall well-being.

## OUR PEOPLE, OUR STRENGTH

### MISC Sports and Recreational Club

In support of employee well-being and engagement, the MISC Sports and Recreational Club (MSRC) consistently organises a diverse range of sporting programmes and wellness activities. Through these initiatives, MSRC cultivates a spirit of “One MISC,” promoting collaboration and camaraderie across the Group.



### Key Activities Conducted in 2025

| Activity                             | No. of Participants |
|--------------------------------------|---------------------|
| Carrom League Tournament             | 60                  |
| Badminton Tournament                 | 80                  |
| Fantasy Premier League               | 100                 |
| Sukan Wilayah Tengah 2025 Tournament | 250                 |
| Bowling Tournament                   | 80                  |
| Futsal Men & Ladies Challenge        | 82                  |
| Golf Tournament                      | 22                  |
| Dart League                          | 60                  |
| e-Sport Challenge                    | 60                  |
| Pickleball Tournament                | 48                  |
| Table Tennis Tournament              | 55                  |

### Sukan KSRP Wilayah Tengah 2025

The *Sukan KSRP Wilayah Tengah 2025* (SKWT 2025) is an annual event organised by *Kelab Sukan dan Rekreasi PETRONAS* (KSRP), bringing together teams from across the PETRONAS Group to celebrate teamwork and sportsmanship. MISC participated as the Maritime contingent, demonstrating outstanding sporting spirit and performance throughout the tournament.

MISC fielded a strong delegation of 250 participants, competing in 19 sports, including e-Sports, Basketball and Tennis. The team achieved Overall Runner-Up among five contingents and secured podium finishes in multiple categories: Champion in Dart, Futsal Men and Basketball, Runner-Up in Basketball, Badminton and Futsal (Men & Ladies) and Second Runner-Up in Squash and Table Tennis.

### Planned Activities in 2026

To maintain the momentum and support the Group’s long-term sustainability objectives, MSRC has developed a comprehensive calendar for 2026. Planned activities include preparations for SKWT 2026, as well as a treasure hunt, snooker tournament and other engagement initiatives.

## OUR PERFORMANCE

As of 31 December 2025, we have 8,630 employees representing 44 nationalities. The top five nationalities are Malaysian, Indian, Filipino, Bangladeshi and Brazilian. At shore, MISC Group has 25% female employees, with MISC Berhad and AET recording 42% and 47% in their respective entities. This is above the recommended industry average of 30%. The male-to-female gender ratio among shore employees has continued to improve and currently stands at 3:1.

We also have a significant number of female leaders at the management level, with 26% in junior management, 27% middle management and 23% in senior leadership (shore employees only).

In terms of our officer’s strength, there are 94 females across our fleet, with significant increase by 25% from 2024, which shows reinforcement of our unwavering commitment to active diversity and inclusive leadership practices within our organisation.

These new appointments reflect our focus on building an inclusive workplace where talent is recognised without limitation and diversity is represented across all levels of the organisation. These professionals bring strong skills and expertise, while contributing diverse backgrounds, experiences and perspectives that strengthen the workplace.

## MAINTAINING SOUND LABOUR PRACTICES

At MISC, we are committed to upholding fair labour practices, including equitable remuneration and the protection of freedom of association, in alignment with international labour and human rights standards. Our labour standards are articulated in the Code of Conduct and Business Ethics (CoBE) under the Workplace Culture and Environment section of the Employee Handbook. In addition, MISC complies fully with the Malaysian Minimum Wage Order to ensure fair and competitive wages.

## OUR PEOPLE, OUR STRENGTH

Our collaborative and consultative approach supports a work environment in which employees are empowered to achieve both organisational and personal goals, while their rights to freedom of association and collective bargaining are respected. In 2025, we conducted engagement sessions with employee representatives, involving 1,021 unionised employees and management, to facilitate discussions on remuneration and employment conditions.

MISC complies with applicable local labour legislation, including Malaysia’s Employment Act 1955, as well as relevant international labour standards, such as the ILO and the MLC. These principles are reflected within our Human Rights Policy, Modern Slavery Statement, Whistleblowing Policy and Grievance Mechanism Procedure, all of which are publicly accessible on our corporate website, upholding transparency and accountability. Secure and confidential whistleblowing channels and grievance mechanisms are in place to enable employees to report mismanagement, unethical conduct, or workplace concerns, ensuring issues are addressed in a fair and structured manner.

### Key Labour Practices Initiatives in 2025

#### Employee Concern Mechanisms

An HR Grievance Portal and a dedicated HR Grievance email were established to ensure employee concerns are addressed fairly and timely, helping to build trust and resolve issues efficiently.

#### Culture and Compliance Promotion

Through a joint initiative between the People Relations and Compliance Unit, bite-sized communications and updates via HR Pulse were disseminated to reinforce awareness of the whistleblowing platforms and the grievance management by Human Resource.

#### Labour Law Compliance

MISC continued to maintain sound labour practices and ensured full compliance with the Malaysian Minimum Wage Order 2024, safeguarding fair compensation for all employees.

#### Collective Agreement Finalisation

Preparatory work continued towards the finalisation of the 16<sup>th</sup> Collective Agreement, which covers the next term from 1 January 2026 to 31 Dec 2028. A key focus remains ensuring that the minimum salary levels stipulated in the agreement exceed the statutory minimum wage requirements in Malaysia.

Taken together, these actions demonstrate MISC’s adherence to legal requirements, ethical employment practices and the maintenance of constructive, sustainable relationships with its workforce.

In 2025, we recorded **zero non-compliance** with labour standards.

## HR TRANSFORMATION - PROJECT THRIVE

MISC has launched Project tHRive, a strategic HR transformation initiative designed to reshape how HR delivers value to both the business and its people. The initiative is underpinned by extensive digitalisation through the implementation of a full-suite Human Capital Management System (HCMS). Project tHRive aims to establish a fit-for-purpose HR operating model supported by agile processes, integrated systems and enhanced HR capabilities, while fostering an enterprise-wide digital mindset and delivering a positive employee experience. A key focus is the harmonisation of HR processes and ways of working across the Group to drive consistency, collaboration and operational efficiency.

The overarching vision for Project tHRive is guided by three objectives:

To create agile solutions that directly support business needs

To deliver HR talent solutions and services with greater efficiency

To provide an improved and seamless experience for every employee

Through the implementation of HCMS, MISC is progressing toward a unified employee experience across the entire lifecycle from onboarding to offboarding. The system provides flexible access to HR information via desktop or mobile devices, enabling real-time reporting, data-driven insights and enhanced transparency.

Ultimately, the mission is to evolve, engage and empower both the business and our people, ensuring MISC continues to drive enterprise alignment, operational efficiency and sustainable value creation.

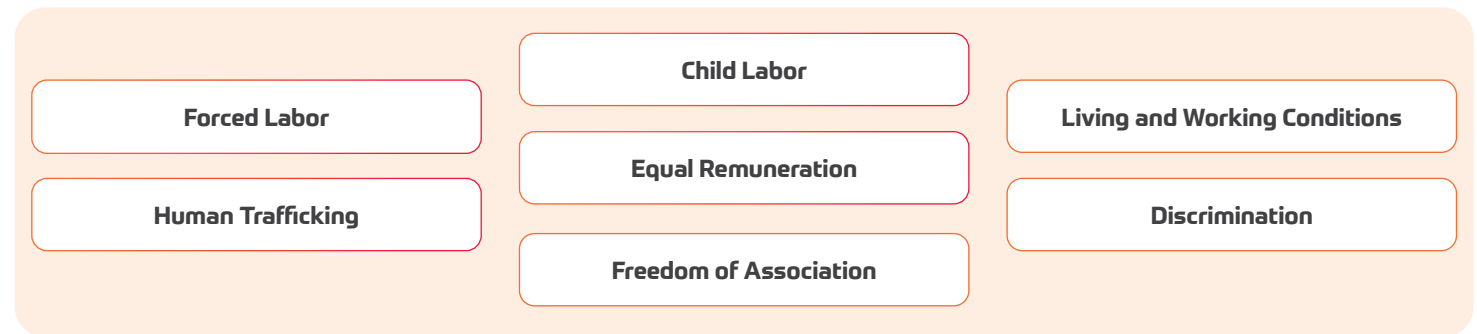
# RESPECTING HUMAN RIGHTS AT SEA AND SHORE

MISC's commitment to respecting and promoting human rights is integral to its sustainability strategy and is underpinned by principles of accountability and transparency. As a global provider of maritime solutions, MISC is committed to ensuring that all individuals affected by its operations are treated with fairness, dignity and respect.

As an international provider of energy-related maritime solutions and services, MISC strives to consistently uphold adherence to internationally recognised human rights standards across its operations and value chain. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, which serve as the global framework for preventing, addressing and remediating adverse human rights impacts. In addition, MISC complies with relevant ILO conventions and the MLC.

MISC has established policies and statements to ensure that human rights are respected, safeguarded and upheld in accordance with internationally recognised standards and best practices.

Our approach to human rights due diligence, encompassing the prevention of broader human rights risks across our operations, business partners and supply chain, including:



MISC believes that the ongoing promotion and protection of human rights are fundamental to building a more equitable and just society. This commitment supports our long-term sustainability objectives and reinforces the alignment between responsible business practices and sustainable value creation.

## HUMAN RIGHTS MANAGEMENT

|   |  |  |
|---|--|--|
|  <p><b>OUR COMMITMENT</b></p> <ul style="list-style-type: none"> <li>We ensure human rights are respected in all our activities and business relationships.</li> </ul> |  <p><b>COMMUNICATION, REPORTING AND ACCESS TO REMEDY</b></p> <ul style="list-style-type: none"> <li>Human rights expectations are clearly communicated to all stakeholders including business partners.</li> <li>We establish processes for communication, questions, complaints and reparations available to people affected by our activities.</li> </ul> |  <p><b>DUE DILIGENCE</b></p> <ul style="list-style-type: none"> <li>We identify and assess the potential impacts on human rights on an ongoing basis.</li> <li>We conduct a human rights risk assessments and develop mitigation plans to avoid and prevent human rights issues.</li> </ul> |
|---|--|--|

# RESPECTING HUMAN RIGHTS AT SEA AND SHORE

## MISC POLICIES AND PROCEDURES CONCERNING HUMAN RIGHTS

MISC has put in place policies and procedures to prevent human rights abuses and unethical conduct across its operations and value chain. We regularly engage with our stakeholders and assess labour practices and human rights risks within our value chain, supported by established grievance mechanisms and transparent reporting of our human rights performance. As part of this commitment, we conduct periodic human rights due diligence and risk assessments through its Human Rights Due Diligence (HRDD) and Human Rights Risk Assessments (HARRA) processes to support compliance and continuous improvement.

### MISC Human Rights Policy

During the year under review, MISC continued to advance the implementation of MISC Berhad's Human Rights Policy, published in 2024, by further embedding its principles into our operational and governance frameworks. The Policy articulates MISC's commitment to promoting and respecting human rights, as well as to preventing modern slavery and human trafficking across our business operations, both within the organisation and throughout our supply chains.

The Policy also clearly defines MISC's responsibilities and expectations in respecting, promoting and protecting human rights, reinforcing our commitment to upholding the highest ethical standards and operating responsibly across all facets of the business.

MISC Human Rights Policy was established upon five guiding principles.

|  |   |
|--|---|
| <ul style="list-style-type: none"> <li><b>Respect and acknowledgement of internationally recognised human rights</b><br/>The Policy is aligned with the International Bill of Human Rights, including the United Nations Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work and provides for strict adherence to the MLC.</li> </ul> | <ul style="list-style-type: none"> <li><b>Adoption of a risk-based approach to human rights due diligence</b><br/>MISC adopts a risk-based approach to identify salient human rights risks, including those related to labour and working conditions, supply chain management, responsible security and community well-being, supported by the use of appropriate due diligence tools. This approach enables the identification, prevention and mitigation of both actual and potential adverse human rights impacts arising from activities across the organisation, while ensuring the implementation of effective risk mitigation mechanisms to safeguard the business.</li> </ul> |
| <ul style="list-style-type: none"> <li><b>Access to effective grievance mechanisms and remedies</b><br/>MISC provides accessible, confidential and non-retaliatory grievance mechanisms and ensures appropriate remediation for adverse human rights impacts.</li> </ul>   | <ul style="list-style-type: none"> <li><b>Commitment to maintaining appropriate disclosure and reporting groupwide</b><br/>MISC ensures strong oversight and reporting of human rights performance, including risks and mitigation efforts and reporting in alignment with internationally recognised frameworks.</li> </ul>  |
| <p>* The digital copy of Human Rights Policy is available <a href="#">here</a>.</p>  |   |

The Policy was developed in recognition of the increasing expectations for companies to play a proactive role in safeguarding human rights in today's global operating environment. It reflects MISC's commitment to the continuous enhancement of its practices, adherence to the highest ethical standards and preparedness for emerging regulatory requirements related to business and human rights.

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### Human Rights and the Code of Conduct and Business Ethics

MISC's Code of Conduct and Business Ethics (CoBE) serves as a foundational document, outlining the principles, values and ethical standards that guide the conduct of employees, management and business partners. The CoBE explicitly addresses the protection of human rights across our operations, with commitments to respect and uphold human rights extending to all employees, third parties engaged by MISC and any individuals present on MISC premises.

The CoBE underscores the prohibition of child labour, human trafficking and forced labour and reinforces compliance with legal age requirements. To ensure these standards are fully understood and implemented, all individuals are required to complete mandatory training on the Code and its human rights commitments.

### Compliance Due Diligence for Third Parties

To operationalise the implementation of its Human Rights Policy and guiding principles within the supply chain, MISC has enhanced the Human Rights section in the MISC Code of Conduct and Business Ethics for Third Parties (CoBE for Third Parties). The enhancements include:

- a mandatory attestation by third parties confirming compliance with MISC's adopted human rights principles;
- inclusion of human rights risk management, with emphasis on identifying and managing material human rights risks;
- requirements for third parties to provide access to remedy within their operations; and
- expectations for third parties to take reasonable steps to embed human rights safeguards across their own value chains.

In alignment with the enhanced CoBE for Third Parties, MISC has also updated the Third-Party Compliance Due Diligence Operational Guidelines (TPCDDOG) and the Declaration of Integrity Pledge (DIP) to reflect these requirements.

With these enhancements, MISC has further strengthened its monitoring of third-party compliance with human rights requirements. This includes the application of defined metrics to systematically track and assess adherence to the enhanced Human Rights requirements outlined in the CoBE for Third Parties. Assessment outcomes are consolidated and reported to management on an annual basis, supporting effective oversight and driving continuous improvement.

In addition, MISC is committed to providing awareness and upskilling training to third parties, equipping them with the knowledge and guidance necessary to meet the expectations as stated in the CoBE for Third Parties.

 [Read more in the Operating Responsibly section.](#)

### Statement on Diversity & Inclusion

At MISC, diversity, equity and inclusion are integral to how we work and grow as an organisation. We aim to create an environment where individuals feel valued, respected and able to contribute meaningfully. By bringing together a wide range of backgrounds, perspectives and talents, we encourage innovation, strengthen collaboration and enhance overall organisational performance.

 [Read more in the Our People, Our Strength section.](#)

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### Grievance Mechanism Procedures

MISC has established a grievance mechanism for reporting of human rights violations. The process clearly defines how reports are received, assigned and handled, including the roles of stakeholders and procedures for investigations, as well as the possibility of reopening or closing cases. It is a non-judicial process designed to provide timely, fair and consistent remedies.

In 2025, MISC further strengthened its grievance management framework through the introduction of a dedicated employee grievance channel administered by the Human Resource (HR) Division, together with the launch of an online internal grievance form. This enhancement enables HR to effectively address workplace-related concerns, while the whistleblowing channel remains focused on the reporting of misconduct, integrity breaches and criminal offences.

### HUMAN RIGHTS DUE DILIGENCE

MISC recognises the presence of human rights risks within its operations and value chain. Accordingly, to identify, prevent and mitigate the risk of human rights violations, the following initiatives have been implemented.

#### Implementing a Risk-Based Approach to Human Rights Due Diligence

As a foundational step in implementing an effective human rights due diligence process, MISC Group identified the salient human rights topics and issues that are material to our operations. This exercise was undertaken to enhance our understanding of the Group's actual and potential human rights impacts. The identification of material human rights matters was conducted through structured workshops with key internal stakeholders, enabling a comprehensive assessment of human rights risks and impacts across business units and subsidiaries. The following diagram outlines the material human rights matters identified and their relevance to MISC Group's business activities.



### Material Human Rights mapping across MISC Group of Companies

|                               | Community Well-Being | Security | Labour and Working Conditions | Supply Chain |
|-------------------------------|----------------------|----------|-------------------------------|--------------|
| Gas Assets & Solutions        |                      | ●        | ●                             | ●            |
| Petroleum & Products          |                      | ●        | ●                             | ●            |
| Offshore                      |                      | ●        | ●                             | ●            |
| Marine & Heavy Engineering    | ●                    | ●        | ●                             | ●            |
| Marine Services               | ●                    | ●        | ●                             | ●            |
| Maritime Education & Training | ●                    | ●        | ●                             | ●            |

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### Human Rights Risk Assessment

The Human Rights Risk Assessment (HRRRA) has been conducted to evaluate material human rights matters relevant to our business operations across both shore-based and sea-based activities. These assessments provide a comprehensive review of human rights and modern slavery risks, with a specific focus on labour and working conditions, supply chain integrity, security concerns and the livelihoods of impacted communities.

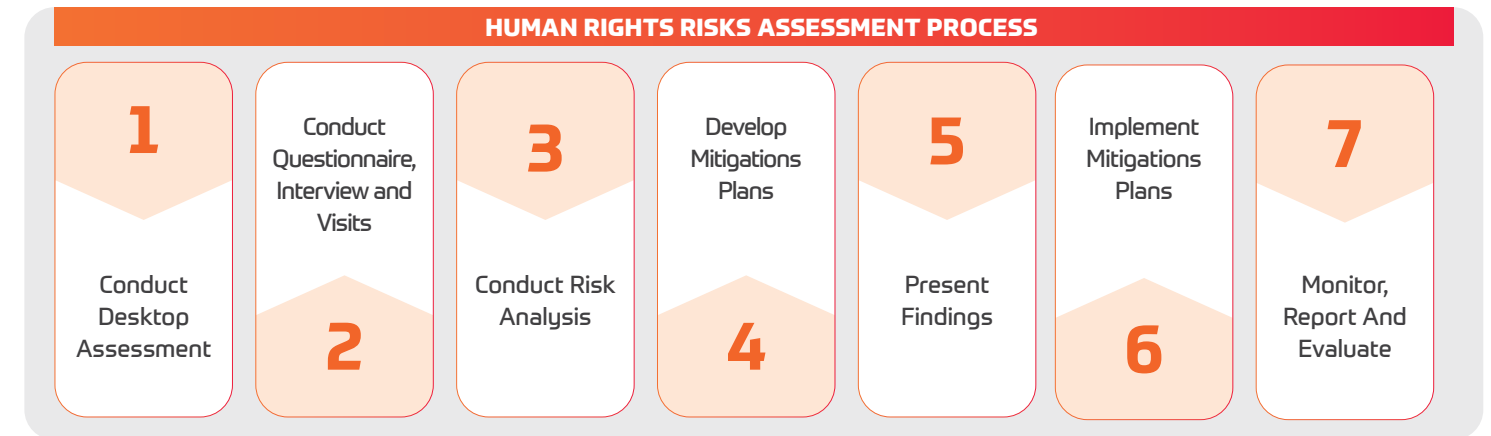
Insights from the HRRRA process support risk prioritisation and guide the development of targeted mitigation measures. These actions are integrated into existing governance and management systems to strengthen oversight, enhance accountability and drive continuous improvement throughout MISC's operations and value chain.

#### Our human rights risk assessment processes enable us to achieve the following:

- ▶ **Identify and address risks and impacts:** The identification and mitigation of human rights risks play a critical role in managing actual or potential adverse impacts resulting from our business activities.
- ▶ **Develop and prioritise the appropriate mitigation measures:** Risk assessment findings pinpoint human rights risks across operations and supply chains, prioritise severe and likely risks (e.g., forced labour, unsafe working conditions) therefore guiding us in formulating targeted mitigation strategies to address the most critical risks.
- ▶ **Develop a monitoring and reporting programme:** Implementing a robust monitoring framework enables us to track the effectiveness of mitigation measures and reporting enhances accountability, providing stakeholders with insights into the outcomes.
- ▶ **Develop effective and systematic stakeholder engagement:** Proactive engagement with stakeholders enables us to understand their concerns and expectations, foster trust and improve collaboration to effectively address human rights challenges.
- ▶ **Contribute towards a robust social baseline:** We track progress using metrics, identify areas for improvement and continuously refine our risk management processes based on evaluation outcomes. This baseline builds comprehension of the social context of our operations, allowing us to evaluate and adapt to changes while facilitating informed decision-making.
- ▶ **Enable the allocation of resources to manage social impacts:** Our risk assessments guide resource allocation, ensuring that sufficient funding, personnel and tools are available to manage social and human rights impacts effectively.
- ▶ **Determine if further assessment is required to mitigate the risks:** Assessments conducted may reveal gaps or new risks that require further scrutiny to ensure that all potential risks are thoroughly addressed and effectively mitigated.

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

The following figure illustrates the HRRRA process:



#### First cycle

We successfully completed the first cycle of HRRRA between 2019 and 2022, across all business units and subsidiaries, as summarised below:

| Year | Business Unit/Subsidiaries   | HRRRA Scope   |
|------|--|---|
| 2019 | Malaysia Marine and Heavy Engineering (MMHE)   | Labour and working conditions, supply chain management, responsible security and community well-being       |
| 2020 | Marine Services  | Labour and working conditions of seafarers  |
| 2021 | <ul style="list-style-type: none"> <li>• AET</li> <li>• Marine Services</li> <li>• ALAM</li> </ul> | Labour and working conditions of shore employees  |
| 2022 | Offshore   | Labour and working conditions on Floating, Storage and Offloading (FSO) facilities and community well-being |
| 2022 | ALAM   | Community well-being  |
| 2022 | Group Health, Safety, Security and Environment   | Responsible security  |

The first HRRRA cycle established a baseline understanding of Group-wide human rights and modern slavery risks, aligned with MISC's Sustainability Strategy. Following the completion of the first cycle, the second cycle has been initiated and is to be conducted on a five-yearly basis to support continuous monitoring, alignment and improvement of human rights practices across the Group.

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### Second Cycle

MISC commenced its second cycle of HRRAs in 2023, which remains ongoing and focuses on key business units. This cycle involves the reassessment of existing operational practices with an expanded scope of coverage, ensuring that human rights and modern slavery risks continue to be appropriately identified and managed.

| Year | Business Unit/Subsidiaries                                  | HRRAs Scope   | Extent of Coverage  |
|------|---|---|---|
| 2023 | Malaysia Marine and Heavy Engineering Holdings Berhad (MHB) | Labour and working conditions, supply chain management, responsible security and community well-being | MHB corporate employees and fabrication yards                 |
| 2023 | Marine Services   | Labour and working conditions   | Corporate employees and seafarers                             |
| 2025 | Offshore  | Labour and working conditions, supply chain management, responsible security and community well-being | Corporate office, subsidiaries, joint ventures and affiliates |

In 2025, we conducted the HRRAs for the Offshore segment with an expanded scope that includes supply chain management and responsible security practices. The assessment boundaries were also broadened to include the corporate office, subsidiaries, joint ventures and affiliates to ensure that human rights and modern slavery risks are comprehensively identified and effectively managed.

Based on the assessment, relevant human rights risks and gaps were identified. To address these findings, the Group has implemented targeted mitigation measures in key areas, particularly in capacity building and supply chain management.

As a result, capacity-building initiatives, including awareness sessions, targeted training, and stakeholder engagement have strengthened internal understanding and enhanced the Group's capability to manage human rights risks. In parallel, the Group has further strengthened its supply chain management programme in collaboration with business units. Several initiatives have been introduced to embed a risk-based approach to human rights across supplier engagement and oversight processes.

Looking ahead to 2026, HRRAs will be conducted for MISC's fleet management arm, Marine Services encompassing all salient human rights elements relevant to its operations.



## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The MISC Human Rights Policy reflects our strengthened commitment to sustainable and ethical sourcing practices. We believe that embedding human rights considerations into sourcing decisions supports a broader transition towards responsible consumption and production.

MISC has established clear mechanisms to ensure third-party compliance with the MISC Human Rights Policy. These mechanisms promote respect for internationally recognised human rights, integrity in business conduct and contributions towards the achievement of the SDGs. To this end, MISC has implemented a comprehensive framework and enhanced practices governing third-party engagement to ensure compliance with all applicable requirements and standards.

#### Adoption of Supply Chain Human Rights Standard

Third-Party Compliance Due Diligence assessments are conducted prior to the formalisation of any business relationship to ensure that all pre-qualified third parties do not present significant compliance risks, including human rights-related risks that could potentially impact MISC's reputation.

In 2025, MISC adopted a Group-wide standard on supply chain human rights requirements applicable to vendors and suppliers. The standard establishes a comprehensive framework for monitoring vendors and suppliers' compliance with the Company's human rights expectations.

Under the standard, vendors and suppliers are required to adhere to the following requirements:

- Respect internationally recognised human rights regulations and comply with the MISC CoBE.
- Take reasonable steps to ensure that appropriate human rights policies and guidelines are established and adhered to by any party performing work and/or business for or on behalf of MISC.
- Execute an attestation confirming compliance with the prescribed human rights indicators.
- Identify, mitigate and address material human rights risks, including those related to forced labour, child labour, labour rights, non-discrimination, freedom of association and humane treatment.
- Provide human rights awareness training to employees, workers and contract personnel and ensure such training is effectively implemented across the workforce.
- Establish grievance mechanisms that enable the reporting of human rights concerns and ensure appropriate follow-up actions, while safeguarding the confidentiality of complainants.
- Systematically address actual and potential adverse human rights impacts through time-bound corrective action plans.
- Provide access to remedy and cooperate in remediation processes for impacted stakeholders where the contractor has caused or contributed to adverse human rights impacts.
- Take reasonable steps to embed human rights safeguards within supply chain processes, including the application of appropriate governance frameworks for non-compliant high-risk contractors and subcontractors.
- Provide timely and accurate feedback to MISC on human rights performance through personnel engagement, questionnaires and other appropriate monitoring mechanisms, as required.

 Read more in the Our People, Our Strength section.

## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### Supplier ESG Self-Assessment Programme

Since 2022, MISC has conducted an ESG Self-Assessment for its suppliers through an integrated platform under the Sustainable Supply Chain Programme. The assessment, which incorporates human rights considerations, measures the maturity of ESG compliance among critical suppliers. To date, the initiative has cumulatively engaged 255 of MISC's critical suppliers since 2022.

### Collaboration on Suppliers Support Programme

In 2025, MISC collaborated with the PETRONAS Suppliers Support Programme (PSSP), to drive progressive improvements across three pillars: Training and Support, Disclosure Platform and Access to Sustainable Financing. The programme is designed to identify, prevent and mitigate human rights risks within the supply chain. PSSP forms part of PETRONAS' broader stewardship initiative, supporting its sustainability objectives and fostering cross-functional coordination, including engagement with MISC.

Through this collaboration, 57 of MISC's suppliers were onboarded as pilot participants in PSSP in 2025. These suppliers received targeted support, including:

- Capacity building to enhance awareness of human rights compliance, GHG emissions disclosure and sound governance practices across the supply chain;
- Access to sustainable financing opportunities; and
- Guidance on corrective actions to address and mitigate identified risks.



## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### AWARENESS AND TRAINING

MISC seeks to apply our human rights commitments into corporate practices by clearly communicating our human rights expectations to all stakeholders, including business partners. Accordingly, capacity-building initiatives for stakeholders, comprising employees and business partners of MISC, are essential to ensure a comprehensive understanding of human rights-related risks, including modern slavery, within our operations and supply chains.

The following are the human rights awareness and training programmes conducted in 2025.

#### • e-learning Module on Human Rights Management

Human Rights Management is one of the e-learning modules rolled out for all employees across the MISC Group. The module is designed to provide participants with a comprehensive understanding of human rights implementation within our operations and supply chains. The e-learning content is subject to regular review and updates to reflect evolving regulatory requirements, enhanced human rights practices and emerging risks related to human rights. Completion of the module, with a mandatory pass score of 100%, is required for all employees, including new joiners.

#### • Awareness Programmes on Human Rights

Throughout 2025, MISC conducted a series of human rights awareness sessions covering key topics, such as human rights international frameworks and legal requirements, MISC's Human Rights Policy and guidance on accessing the Group's Grievance Mechanism as part of access to remedy. In addition, sustainability training sessions incorporating human rights elements were delivered to selected business units, including Marine Services and the Human Resource Division. Human rights awareness sessions were further extended to our Offshore subsidiaries and joint venture companies, ensuring consistent understanding and alignment across the wider Group.

#### • See.Speak.Support Awareness Session on Human Rights at Work

During the year under review, a Group-wide sharing session on Business and Human Rights was also held, featuring a Human Rights Specialist from the United Nations Development Programme (UNDP) as the invited speaker.

 Read more in the Operating Responsibly section.

#### • Capacity Building for Third Parties and Partners

MISC recognises the importance of equipping third parties, including business partners, joint ventures and suppliers, with the necessary human rights knowledge to promote ethical conduct and compliance with international standards. In 2025, MISC conducted a human rights awareness session for Offshore subsidiaries and joint venture partners.

 For more information, please refer to MISC's Modern Slavery Statement available [here](#).



## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### STAKEHOLDER ENGAGEMENT ON HUMAN RIGHTS

We maintain structured engagement with key stakeholders and conduct regular knowledge-sharing and capacity-building sessions on human rights matters. In 2025, we conducted several sessions of capacity-building knowledge sharing for our employees, joint venture partners, critical suppliers and industry peers. This approach supports the early identification and mitigation of risks, strengthens both strategic and operational engagement and promotes the consistent application of human rights practices across our organisation and throughout our supply chains.

#### Care & Comply Partners' Summit 2025

During the Care & Comply Partners' Summit 2025, MISC organised a forum titled "From Compliance to Collaboration: Preparing Business Value Chains for a Changing World." The forum featured invited speakers Parimala Ponniah from Malaysia Petroleum Management, Rati Bhattacharya from ERM and Dr. John Loh from Emerging EPC Sdn. Bhd.

The session explored how human rights considerations have evolved beyond a moral imperative to become an integral component of sustainable business practices. It highlighted how regulations such as the Modern Slavery Act, the UN Guiding Principles of Business and Human Rights, the ILO conventions and the MLC are increasingly shaping corporate responsibility, particularly in relation to supply chain management. The discussion emphasised that sustainability within the value chain can no longer rely solely on top-down compliance, as global supply chains face increasing pressures from evolving regulatory landscapes, climate change and just transition considerations, as well as heightened stakeholder expectations.



#### Human Rights Peer Learning Session with Sarawak Energy Berhad

In July 2025, facilitated by the UNGC Network Malaysia & Brunei, MISC conducted a peer learning session with Sarawak Energy Berhad (SEB) to share insights on MISC's human rights management approach. Key topics discussed included the MISC Human Rights Policy, human rights risk assessment, human rights considerations within the supply chain, as well as reporting and access to remedy mechanisms. The session provided a platform for both organisations to exchange practices, discuss challenges and share experiences in managing human rights issues, while also strengthening relationships and fostering opportunities for future collaboration.

#### MISC's Participation in the Malaysia Petroleum Management's Business and Human Rights Forum

MISC's Chief Human Resource Officer was invited as a speaker to share insights on the implementation of human rights within the maritime sector, with a particular focus on DEI and employee welfare. The event was organised by Malaysia Petroleum Management (MPM) and attended by participants from Petroleum Arrangement Contractors (PACs), regulatory bodies and other key stakeholders.



## RESPECTING HUMAN RIGHTS AT SEA AND SHORE

### PROVIDING ACCESS TO REMEDY

At MISC, access to remedy is recognised as a fundamental principle in upholding and respecting human rights. To support this approach, the Group has established a whistleblowing channel accessible to internal and external stakeholders, providing a structured mechanism for raising concerns. Stakeholders are encouraged to report suspected human rights issues without fear of retaliation, in line with MISC's zero-tolerance policy towards retaliation against whistleblowers.

MISC is committed to ensuring that all human rights concerns are addressed promptly and effectively. All reported grievances are subject to thorough investigation, with appropriate remedial actions taken where breaches are identified.



In 2025, MISC further strengthened its grievance management framework by establishing a dedicated employee grievance channel managed by the HR function and launching an online internal grievance form. This enhancement enables HR to manage workplace-related concerns, while the whistleblowing channel remains focused on the reporting of misconduct and criminal offences.

Grievance cases are monitored and reported to the Grievance Committee on a quarterly basis. Reported cases are categorised as follows:

#### Work-Related Issues

- Operational concerns
- Human resource practices

#### Personal Well-being Issues

- Psychological safety
- Bullying and disrespect
- Harassment and discrimination

During the year under review, we recorded zero substantiated human rights-related case. This is an improvement compared to 9 cases recorded in 2024.

#### Whistleblowing/Grievance Channels

MISC is committed to the highest standards of integrity, transparency and accountability. To uphold these standards, MISC provides avenues for all employees and members of the public to report any improper conduct within the organisation through its established Whistleblowing and Grievance channels:

- ✉ Email [whistleblow@miscbhd.com](mailto:whistleblow@miscbhd.com); or
- 📄 Complete the Whistleblowing/Grievance e-form available on our website; or
- ☎ Call the MISC Whistleblowing Hotline at +603-2264 0807.

# PARTNERING WITH THE COMMUNITY

# PARTNERING WITH THE COMMUNITY



## Our Commitment

To foster youth development towards becoming future leaders through education



## Our Initiatives

- Establish multi-stakeholder community investment programmes aimed at upskilling the entrepreneurship skills of youth
- Continuation of the maritime cadet sponsorship programme

## Our Contribution to SDG



Promote skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

## OUR APPROACH TO COMMUNITY INVESTMENT

MISC's community investment initiatives are governed by the MISC Group Community Investment Guideline, which prioritises five key focus areas: education, environment, health, safety and well-being. The Guideline outlines the strategic planning and effective implementation of programmes aimed at improving the socio-economic conditions of local communities within our areas of operation, ensuring that our efforts remain impactful, targeted and responsive to community needs.

### Our Community Investment Principles



#### Strategic

Evolves as the business progresses and employs various approaches along the project cycle.



#### Aligned

Aligning the business' strategic issues with the development priorities of local communities, civil society and/or government to create shared value.



#### Multi-stakeholder Driven

Positions the Group as a partner in multi-stakeholder processes rather than as the principal actor in promoting local development.



#### Sustainable

Seeks to avoid dependency, encourages self-reliance and creates long-term benefits that can outlast company support.



#### Measurable

Measures return on community investment to both the Group and the community.

Our strategic community investments are aligned with the SDGs and continue to generate positive outcomes for both the communities we serve and MISC.

## STRATEGIC COMMUNITY INVESTMENT

Strategic community investments enable MISC to build strong and meaningful relationships with key stakeholders, including customers, employees, local authorities and local communities. These efforts are aligned with societal expectations and contribute to enhancing corporate reputation, strengthening stakeholder relationships, mitigating operational and social risks and reinforcing long-term business resilience and the Company's social license to operate.

### Education

#### Cadet Sponsorship

Since ALAM's establishment in 1977, MISC has remained committed to advancing maritime education through its continued support of the academy. Since 2002, this commitment has encompassed sustained investments to promote seafaring as a vital and respected profession that recognises its importance to global trade, transportation and economic activity.

The maritime profession is highly specialised, requiring competencies in navigation, maritime regulations, safety management and the operation of marine equipment. Seafarers typically acquire these qualifications through formal education and training programmes, followed by certification from the relevant maritime authorities.

Through our Marine Services division, MISC continues to support community development by implementing a cadet sponsorship programme at ALAM. In 2025, MISC contributed RM32.2 million to this initiative. This investment focuses on developing a highly skilled maritime workforce that meets the evolving needs of the Malaysian shipping industry while creating meaningful employment opportunities for local youth.

In 2025, MISC sponsored 153 new students, comprising 100 Malaysian students and 53 international students, to pursue Diploma in Nautical Studies, Marine Engineering and Marine Electro-Technology upon completing the required competency assessments and interviews. Through this educational sponsorship programme, we help ensure a sustainable pipeline of future maritime talent while providing students with access to quality education and long-term career prospects within the industry.

### Educational Scholarships

AET remains steadfast in its commitment to nurturing the next generation of maritime professionals through scholarship and internship programmes in our key operating hubs. By investing in young talent, AET aims to build a resilient, future-ready workforce equipped with the technical and leadership skills essential for the evolving global maritime industry.

The year 2025 marks the first official year of AET's three-year Memorandum of Understanding (MoU) with the Singapore Maritime Foundation (SMF). Under this agreement, four AET-MaritimeONE Scholarships were awarded to students at the Singapore Maritime Academy (Singapore Polytechnic). These scholars, specialising in Maritime Business and Marine Engineering, will also benefit from an intensive six-month internship at AET, gaining hands-on experience in commercial operations, sustainability and HSSE. This initiative builds on a long-standing commitment to supporting the MaritimeONE programme, which connects students with industry mentors and career-defining exposure.

In the United States, AET has further deepened its ties with Texas A&M University at Galveston. In addition to awarding eight scholarships to undergraduate students majoring in Maritime Transportation and Marine Engineering, AET recently signed a two-year cooperative agreement. This partnership included sponsoring a significant upgrade to the AET Tanker Simulation Lab, providing students with state-of-the-art facilities to prepare for the technical demands of modern shipping.

AET in Rio de Janeiro, in collaboration with the Dream Learn Work (DLW) Institute, continues to provide life-changing vocational education opportunities. Building on the momentum of previous years, AET supported 10 additional students in 2025. This programme targets young adults aged 20-25 from underprivileged backgrounds, equipping them with the training and accredited qualifications required to successfully transition into the local labour market and the wider maritime ecosystem.

In the UK, AET partnered with Newcastle University to provide a scholarship for a one-year full-time Master of Science in Shipping and Logistics.

| Location/Country       | Partnering Organisation       | No. of Scholarship Awarded |
|------------------------|-------------------------------|----------------------------|
| Singapore              | Singapore Maritime Foundation | 4                          |
| Galveston, Texas, USA  | Texas A&M Foundation          | 8                          |
| Rio De Janeiro, Brazil | Dream Learn Work              | 10                         |
| United Kingdom         | Newcastle University          | 1                          |

In 2025, AET contributed over USD 100,000 to support educational sponsorship initiatives.



## PARTNERING WITH THE COMMUNITY

### Environment

Environmental health and human well-being are intrinsically linked. Through its environmental stewardship and conservation initiatives, MISC creates meaningful social value while safeguarding natural ecosystems. By promoting responsible environmental practices, particularly in communities reliant on natural resources for their livelihoods, MISC supports the long-term sustainability of these resources for future generations. Conservation efforts further contribute to advancing environmental education and awareness, empowering communities and individuals to adopt more sustainable lifestyles.

#### Heart of The Ocean Programme

The Heart of the Ocean marine biodiversity conservation programme aims to improve ocean health and reduce the impact of human activities on the ocean. It was initiated in 2020 under the Biodiversity Conservation strategic initiative.

#### Mersing Islands Reef Conservation Initiative

##### Stakeholder Capacity Building & Awareness

As part of the Mersing Islands Reef Conservation Initiative, we conducted stakeholder capacity building and awareness programme focusing on the local community in Mersing Islands aims at developing knowledge and skills among the island's communities for their alternative livelihoods.

##### Summary of key activities conducted (2021–2025):

**28 awareness programmes** were conducted at local schools, with **1,251 students and teachers participating**

**24 awareness programmes** and sharing sessions were conducted with local communities, youths and government agencies, engaging a **total of 1,566 participants**

**50 sessions** of capacity building programmes were conducted with local stakeholders, engaging a **total of 409 participants**

 Read more in the Conserving Marine Biodiversity section.

#### MISC-UMT SEATRU Sea Turtle Conservation Initiative

Key achievements and impacts recorded under this programme are summarised below.

##### Key Achievements and Impacts:

**Facility Upgrades:** The programme successfully upgraded conservation facilities with solar panels, improved accommodation, safety equipment and renovated common areas, making the site more efficient and volunteer-friendly.

**Conservation Success:** The collaboration saw significant volunteer participation, including over 1,269 public volunteers and 96 MISC employees. Their efforts resulted in the protection of 8,620 nests and achieved an impressive average annual hatching success rate of 69%.

**Community and Outreach:** Outreach programmes have reached over 10,000 visitors, engaged local schools and strengthened community ties, ensuring the project's long-term sustainability.

#### Beach Cleaning Programme

##### "Trash the Trash" Beach Cleaning by Marine Services

In July 2025, Sungai Udang Port Sdn. Bhd. (SUPSB), in partnership with MRCSB, conducted the "Trash the Trash" Beach Cleaning Event at the Temporary Project Jetty (TPJ) Coastal Area. This collaborative effort focused on tackling marine pollution and promoting responsible waste management. Through the collective action of volunteers from both entities, 605 kg of waste was diverted from the ocean, including 493 kg of plastic and 112 kg of general debris. This initiative directly supports our commitment to SDGs 13, 14 and 15, demonstrating the power of group-wide collaboration in protecting our natural coastlines.

 Read more in the Waste Management section.

## PARTNERING WITH THE COMMUNITY

### Greening the Environment Programme

#### Growing a Greener Future: Supporting Singapore's City in Nature Vision

On 18 October 2025, our Singapore colleagues participated in the Plant-A-Tree Programme organised by the Singapore Maritime Foundation, contributing to the planting of 122 trees along Singapore's Rail Corridor under the OneMillionTrees movement, which targets one million additional trees across the nation by 2030. In parallel with their volunteering efforts, we also sponsored 15 trees to further support this initiative and our commitment to environmental stewardship, climate resilience and advancing Singapore's vision of a greener, more liveable City in Nature.

### Philanthropy

Beyond our strategic community investments, the MISC Group actively engages in philanthropic initiatives by contributing time, financial resources, in-kind support and professional expertise to charitable causes that align with our values and corporate purpose.

#### SELANGKAH: Nurturing Orang Asli Youth Through Social and Emotional Learning



Selangkah is a social impact initiative by the Offshore segment aimed at empowering Orang Asli children through the development of emotional intelligence, confidence and empathy. The programme adopts a structured Social and Emotional Learning (SEL) approach to support the cultivation of resilience, healthy emotional expressions and strengthened social and communication skills.

Piloted at Sekolah Kebangsaan (Asli) Bukit Kemandol in Jenjarom, Selangor, Selangkah engages 30 Orang Asli Year 6 students. The initiative is structured around the five core competencies of the Collaborative for Academic, Social and Emotional Learning (CASEL) framework: self-awareness, self-management, social awareness, relationship skills and responsible decision-making.

Implemented from July to November 2025, the programme is delivered through structured and interactive sessions that include storytelling, group activities, role-playing and guided reflection. The sessions are facilitated by an NGO partner

and supported by Offshore volunteers who act as mentors and positive role models, helping to build trust, encourage active participation and promote shared learning within the community.

Beyond emotional development, Selangkah plays a critical role in supporting educational continuity by sustaining student engagement and mitigating the risk of school dropout during the challenging transition from primary to secondary education, a prevalent concern within Orang Asli communities.

Key activities undertaken as part of this programme included:

- **Experiential Learning Trip:** Students participated in an experiential visit to the National Science Centre, designed to broaden perspectives and connect classroom learning with real-world applications of science, innovation and discovery. For many participants, this inaugural exposure sparked curiosity and strengthened self-confidence.
- **Back-to-School Session:** The programme concluded with a transition-focused session to prepare students for entry into secondary school, incorporating motivational engagement, school-readiness activities and the provision of essential supplies.

Looking ahead, our Offshore segment remains committed to the programme's long-term vision of providing sustained support to the same cohort of students throughout their secondary education. The initiative also aims to open pathways to Technical and Vocational Education and Training (TVET) institutions and skilled career development opportunities, thereby strengthening foundations for their future, sustainable growth and long-term success.

## PARTNERING WITH THE COMMUNITY

### ALAM Community Empowerment and Drug Awareness Initiatives

The Community Empowerment 2025 event, themed “*Komuniti Cemerlang, Hidup Bebas Dadah*” (Excellent Community, Drug-Free Life), was a collaborative initiative organised by National Anti-Drugs Agency (AADK) Alor Gajah on 16 March 2025. Held at Surau An-Nur, Taman Kuala Permai, Kuala Sungai Baru, Melaka, the programme aimed to foster a drug-free, informed and resilient society by raising awareness, strengthening community ties and promoting positive values. Through active participation from 20 ALAM students and two employees, the programme engaged local stakeholders in drug prevention, rehabilitation support and youth leadership development. Activities included anti-drug forums, educational exhibitions and motivational sessions designed to empower community leaders and families with the tools for early intervention and peer support.

The programme demonstrated significant impact, such as participants gained a deeper understanding of the dangers of drug abuse, early signs of addiction and available support services through AADK. Community members developed a stronger awareness of their roles in early intervention and peer support and community leaders expressed increased interest in sustaining anti-drug initiatives at the grassroots level. Crucially, the youth participants actively engaged in forums focused on prevention and leadership, benefiting from direct exposure to real-world community empowerment and social responsibility efforts.

These efforts were complemented by an Awareness Briefing on Drug Abuse and Its Impact on the Community, held on 26 August 2025, for 229 new intake students at ALAM, conducted by officers from AADK Alor Gajah. The briefing detailed how drug abuse leads to severe health and psychological harm, declining academic/work performance and addiction, while broadly contributing to crime and social instability. The AADK officers stressed the importance of understanding dangers, utilising support systems and making responsible lifestyle choices. The session successfully raised awareness among new students about these risks and reinforced ALAM’s commitment to student welfare and holistic development by promoting a safe, healthy and productive learning environment.

### AET Project Heartbeat: Empowering Youth and Communities

On 16 September 2025, AET’s Singapore office, including colleagues from AET and MISC, came together to support Project Heartbeat, a meaningful fundraising initiative that combined employee engagement with community impact. Teams organised a variety of creative booths, ranging from food stalls and games to handcrafted items, raising SGD 6,481 in support of vulnerable groups.

The fund was directed towards a food and essential items distribution drive and mental wellness workshops for youth beneficiaries at VOX, a dedicated youth centre under the Singapore Children’s Society that supports young people through safe drop-in services, outreach and developmental programmes. The initiative also includes opportunities for employees to volunteer at an upcoming food distribution drive, further strengthening staff engagement and deepening the lasting social impact of the programme.

### AET Support for Culture and Education in Brazil

In September, AET leveraged Brazil’s Federal Law for Cultural Incentive, which promotes cultural activities through tax incentives. Through this framework, AET contributed USD 35,000 to the “Art of the Sea” audiovisual project, focused on culture, arts and environmental awareness. The project delivers workshops in 15 public schools, distributes free educational booklets and provides online access to learning materials and culminates in an art exhibition and awards ceremony centred on environmental themes. As part of the initiative, tablets and certificates of merit are presented to the top 50 students and teachers, while the three best-performing schools receive projectors to enhance future learning.

## PARTNERING WITH THE COMMUNITY

### AET Support for Food Security and Community Resilience

AET supports food security across the communities in which it operates through targeted charitable contributions and employee volunteerism.

- In July, AET donated SGD 4,000 to the American Red Cross to support relief efforts following the Central Texas floods. This contribution helped provide essential food, shelter and emergency supplies to affected communities, including funding a full day of meals and shelter for 15 families, as well as the provision of clean-up kits to support household recovery.
- In the United States, AET matched an employee-led donation (amounting to USD 1,150) to Kids’ Meals Inc., doubling the impact of a birthday fundraising initiative that provided fresh, nutritious meals to approximately 1,150 food-insecure pre-school children across Harris and Montgomery counties in Houston.
- In Singapore, AET matched employee fundraising (with a total donation of USD 4,000) efforts organised by the Finance team in support of the Apex Club of Singapore (Bukit Timah), enabling two rounds of food parcel distribution benefiting 252 elderly households in the Redhill residential district, alongside on-site volunteering at the Block 89 Redhill Food Distribution project. AET employees also contributed time and resources to frontline food support organisations.
- In London, colleagues volunteered with Soup Kitchen London to prepare and serve meals to 120 individuals experiencing homelessness, complemented by a food donation equivalent to 3.5 days’ supply.
- In Houston, employees participated in Giving Tuesday activities at the Houston Food Bank, sorting and packing over 14,000 pounds of food equivalent to more than 11,700 meals, alongside an additional corporate donation of 12,000 meals.

Collectively, these initiatives underscore AET’s commitment to strengthening food security, supporting vulnerable populations and fostering resilient communities.

### AET Disaster Relief Support

Following the devastating earthquake that struck Myanmar and neighbouring Thailand in March 2025, AET contributed SGD 4,000 to the Singapore Red Cross (SRC) to support ongoing disaster relief efforts. Channelled through the Myanmar Red Cross Society and the Thai Red Cross Society, the contribution will fund the procurement of 1,260 blankets for distribution to affected communities in Myanmar, helping to address immediate humanitarian needs. This contribution also reflects AET’s solidarity with its people, including two Myanmar colleagues based onshore in Singapore and 14 Myanmar seafarers currently serving onboard AET vessels. By standing alongside impacted communities and employees, AET reaffirms its commitment to compassionate response and social responsibility during times of crisis. In November, AET made an additional donation to the Singapore Red Cross in support of relief efforts following Typhoon Kalmaegi, which impacted the Central Philippines. The contribution supported the procurement of portable water filters, providing access to clean drinking water for approximately 500 individuals in affected communities. Funds were also allocated towards the construction of health posts and essential community facilities, as well as the deployment of response teams to distribute water filters and hygiene kits in response to evolving on-the-ground needs.

### MHB Ramadan Programme with the Community

MHB organised the *Ramadan Contribution for the Underprivileged Residents 2025* to extend assistance to underprivileged residents in the Pasir Gudang area. Contributions were distributed to residents in Kg Pasir Puteh, Kg Pasir Gudang Baru, Kg Cahaya Baru, Kg Sentosa Damai and Kg Kuala Masai, with participation from 41 MHB’s volunteers.

In addition, MHB hosted the *Majlis Berbuka Puasa Bersama Keluarga MHB 2025* with nearby schools, namely SK Pasir Gudang 1, SK Pasir Gudang 2, SK Pasir Gudang 3, SK Pasir Puteh and SK Taman Cendana. This initiative, in collaboration with the District Education Office, Student Affairs and dedicated teachers, aimed to ease their burden and bring joy ahead of Eid.

The gathering provided an opportunity to strengthen relationships with the surrounding community and to share the spirit of togetherness during the holy month of Ramadan, while encouraging care, empathy and connection among employees and community members alike.

## PARTNERING WITH THE COMMUNITY

### Donation

#### Ibadah Qurban in ALAM

The Ibadah Qurban was held in conjunction with Eid al-Adha to commemorate the spirit of sacrifice, devotion and gratitude, serving as a significant platform for community engagement with meat from the sacrificed animals distributed to the underprivileged, volunteers and organisers.

Officiated by the PGCEO, the 2025 Qurban ceremony brought together 145 participants, including representatives from MISC, ALAM staff, students and the local community. The event focused on the traditional rites of the Qurban, from the processing and packing of meat to its distribution to eligible recipients. Supported by volunteers from the Masjid An-Nur Kariah and local residents, the programme successfully fostered a spirit of unity and teamwork. The day concluded with a community engagement session to appreciate the collective efforts of all volunteers in strengthening local ties.

The programme delivered a multi-faceted impact by reinforcing community bonds through collective participation from the communities. It also provided a meaningful avenue for employees to contribute to corporate social responsibility (CSR) initiatives, while fostering teamwork and leadership. Overall, the Ibadah Qurban programme reflected the organisation's commitment to community engagement, spiritual enrichment and social responsibility, reinforcing its standing as a values-driven organisation that upholds compassion and inclusivity.

#### MISC, ALAM & MHB Blood Donation Drive

MISC collaborated with Universiti Malaya Medical Centre to organise a blood donation drive, which received an encouraging response from MISC employees and tenants of the Dayabumi building, resulting in a total of 214 donors.

In addition, blood donation drives were successfully conducted across multiple locations in 2025. On 11 September 2025, a drive held at Polaris Hall, ALAM attracted strong participation from 165 donors comprising employees, students and contractors and was supported by 18 medical personnel from the Ministry of Health.

Another blood donation drive was organised on 11 August 2025 at MMHE West Yard, Pasir Gudang, with 65 employee donors participating. Collectively, these initiatives supported the sustainability of national blood supplies and reinforced a strong culture of volunteerism and social responsibility across the organisation.

#### MHB Flood Relief Initiative

MHB, in collaboration with the Johor Bahru District Office, carried out a flood relief initiative at Kampung Cahaya Baru, Johor, to assist 60 affected villagers across Kampung Pasir Gudang Baru, Kampung Sentosa Damai, and Kampung Cahaya Baru whose homes and livelihoods were impacted by floods. A team of MHB employees mobilised to deliver essential aid, including dry food supplies and cash assistance and further strengthened ties with the local communities. This initiative made possible through the generous contributions of MHB employees, underscores MHB's continued commitment to supporting neighbouring communities, particularly during times of crisis and to creating a caring and resilient social ecosystem in the areas surrounding its operations.

## GOVERNANCE PILLAR



### Our Approach

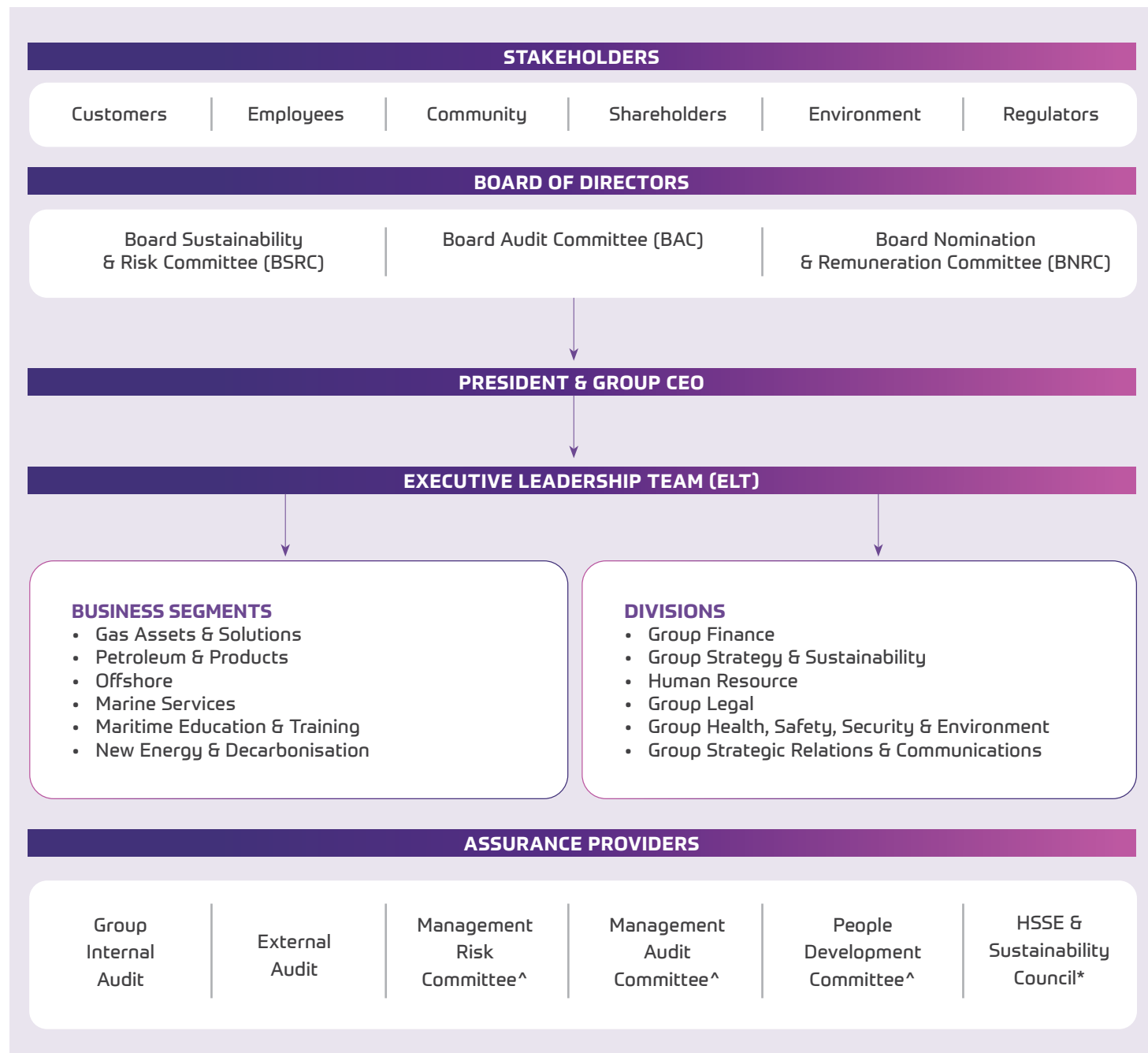
Corporate governance at MISC serves as a cornerstone for assuring accountability and advancing business objectives, with a steadfast commitment to safeguarding stakeholder interests. Guided by the principles of ethical behaviour, accountability and transparency, the governance framework is designed to support responsible oversight and long-term value creation for stakeholders. To uphold an effective governance system, MISC deploys an extensive array of control mechanisms that include well-defined policies, procedures, systems and processes. These mechanisms are instrumental in maintaining the highest standards of ethics and professional conduct, thereby protecting stakeholder interests and mitigating reputational risks.

The Board of Directors sits at the apex of the Company's governance structure, with support from the President & Group Chief Executive Officer and a network of Management Committees, business segments and divisions. This structured framework enables strategic matters to be addressed at the appropriate organisational levels, ensuring effective governance across the Company.

# OUR APPROACH

# OUR APPROACH

## CORPORATE GOVERNANCE FRAMEWORK

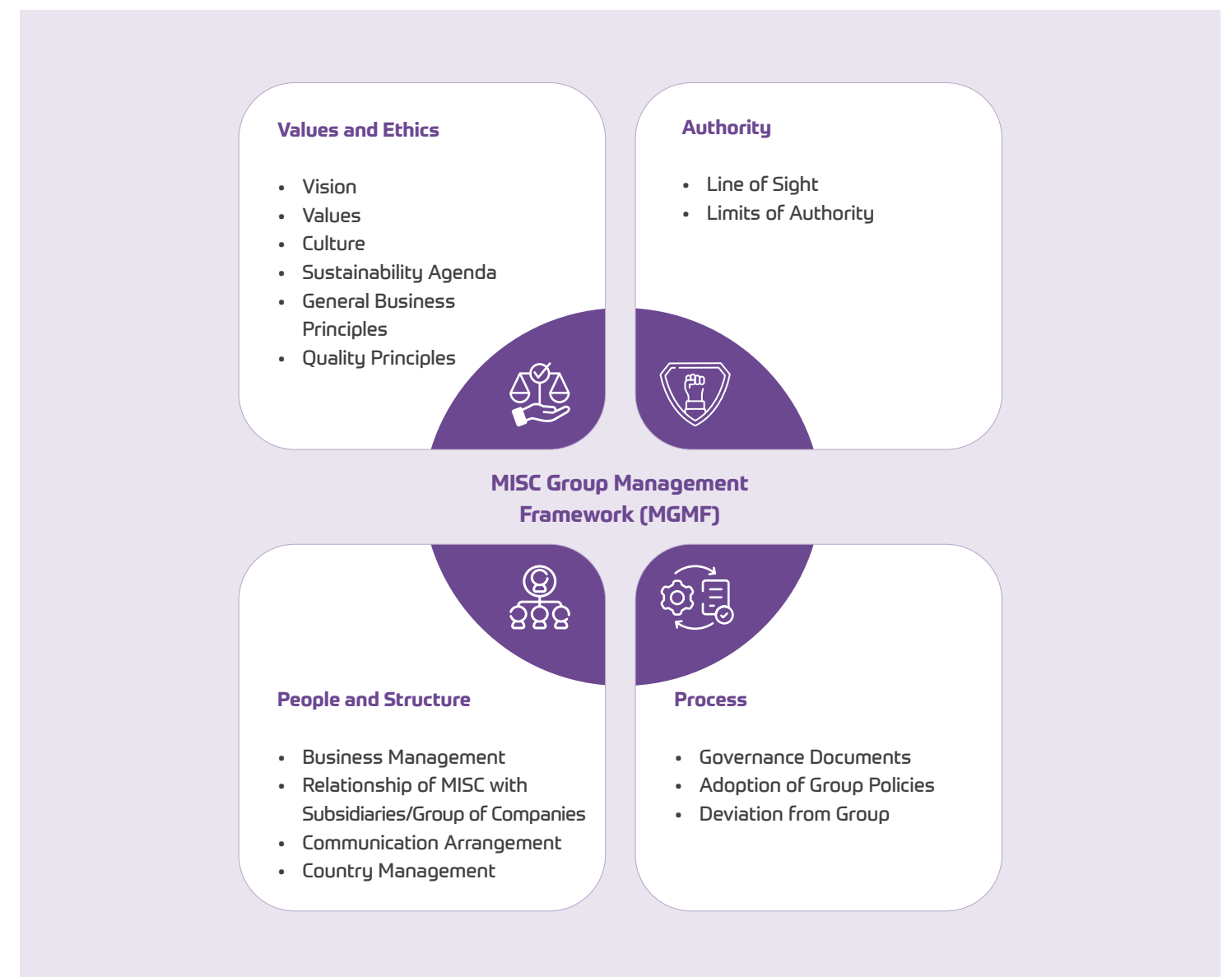


Note:  
Information as of 5 March 2026  
^ Comprises ELT Members only  
\* Comprises ELT Members & Senior Management

## MISC GROUP MANAGEMENT FRAMEWORK

The MISC Group Management Framework (MGMF) is to standardise and implement consistent practices across the MISC Group in ensuring compliance with laws and regulations, ensuring effective management of enterprise risk controls and delivering performance in achieving MISC Group strategies and objectives. This comprehensive framework defines the organisational structure, operational model and governance protocols, thereby serving as the principal reference for the Group.

The MGMT sets forth guiding principles and directives that ensure clearly delineated decision-making authorities and transparent oversight throughout the organisation. It also prescribes systematic procedures for the adoption of governance documentation and assures the effective implementation of the framework. By instituting a methodical governance structure, the MGMT enhances operational efficiency and fortifies MISC's dedication to upholding the highest standards across all aspects of its operations.



# OPERATING RESPONSIBLY

# OPERATING RESPONSIBLY



## Our Commitment

- ▶ Continuously embed a culture of strong corporate governance and business ethics and conduct
- ▶ Enhance the cybersecurity framework and safeguard our operations



## Our Initiatives

### Corporate Governance

- ▶ Include ESG risks in Enterprise Risk Management
- ▶ Increase Board oversight on ESG risks and opportunities, including cyber risk governance

### Compliance & Business Ethics

- ▶ Continue to integrate compliance culture in business processes through awareness and assurance programmes
- ▶ Continuously improve our Anti-Bribery Management System
- ▶ Create cybersecurity capabilities and awareness among the MISC community across all levels
- ▶ Elevate and continuously improve on the cybersecurity framework

## Our Contribution to SDGs



Promote sustainable economic growth and decent work for all by ensuring labour rights and promoting a safe and secure working environment for all



Ensure robust cybersecurity management in an era of rapid technological advancement and increasing reliance on information technology and digital communication



Foster strong governance and business ethics culture against corruption and promote fair practices

At MISC, strong corporate governance, compliance and business ethics guide how the Group operates and makes decisions in support of long-term business sustainability. Aligning practices with the interests of stakeholders remains central to building and maintaining trust over time.

We maintain strict adherence to all applicable laws and regulations governing our industry and the jurisdictions in which we operate. This commitment is further strengthened by detailed compliance processes and a well-established ethical framework.

To reinforce our compliance culture and encourage ethical behaviour across the MISC Group, we have implemented sound management practices aimed at effectively managing compliance risks and obligations. These measures guide our management and operations toward our aspiration of achieving zero non-compliance.

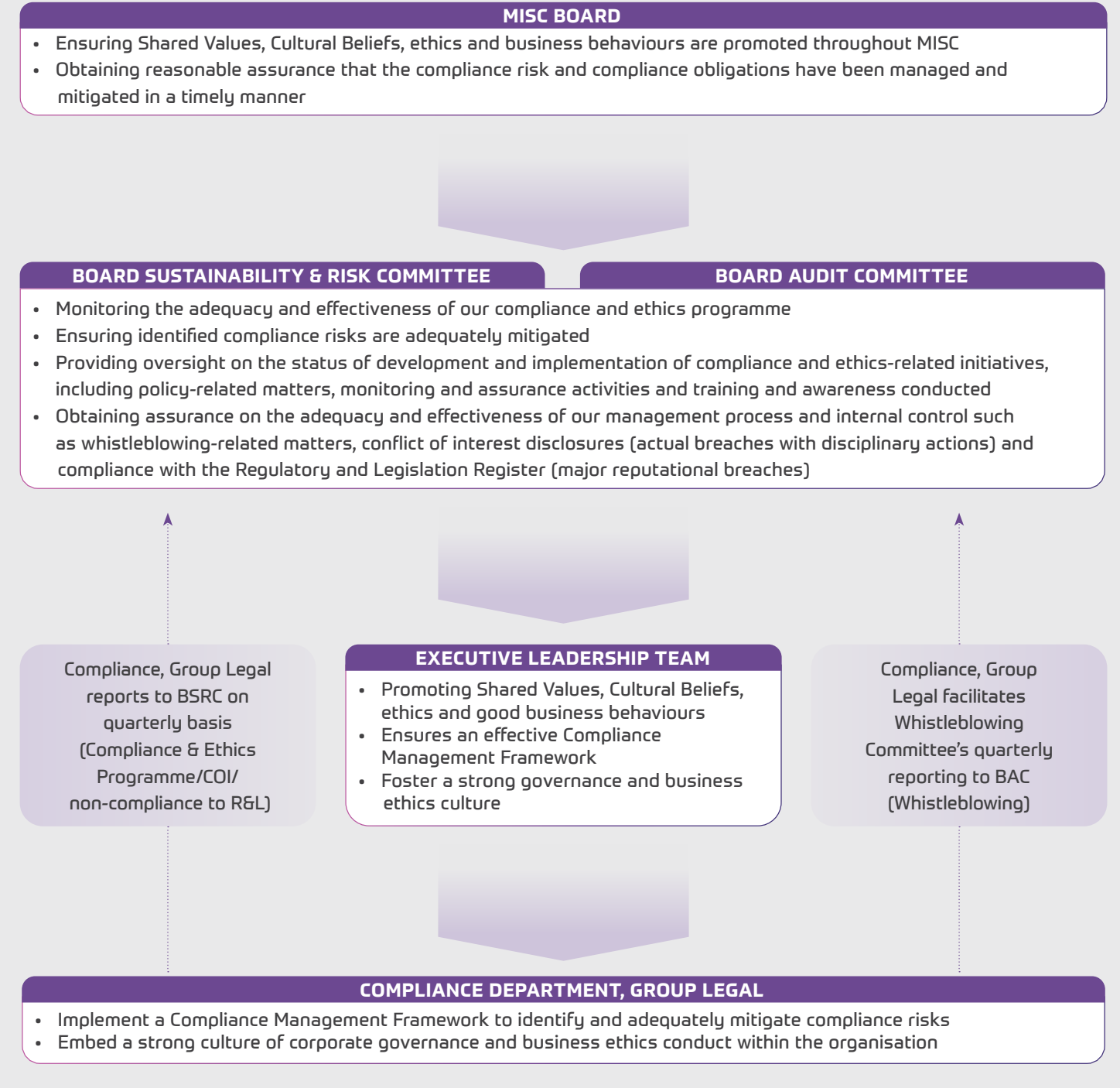
The following sections outline our approach to upholding fair, responsible and ethical business conduct, highlighting our dedication to maintaining the highest standards across all our business activities.

## COMPLIANCE GOVERNANCE STRUCTURE

The established Compliance Governance structure provides a robust mechanism for proactively and effectively managing the compliance risks and obligations associated with our operations. Embedding a strong compliance culture across all business activities is essential to ensuring adherence to Group Policies as well as all relevant laws and regulations.



## MAIN ROLES AND RESPONSIBILITIES



The roles and responsibilities of the Board and its Committees are integral to ensuring the resilience and effective management of our business. Guided by the Compliance Management Framework, the Compliance Department under Group Legal supports the Board, BSRC, BAC and ELT in overseeing and managing compliance risks across the organisation.

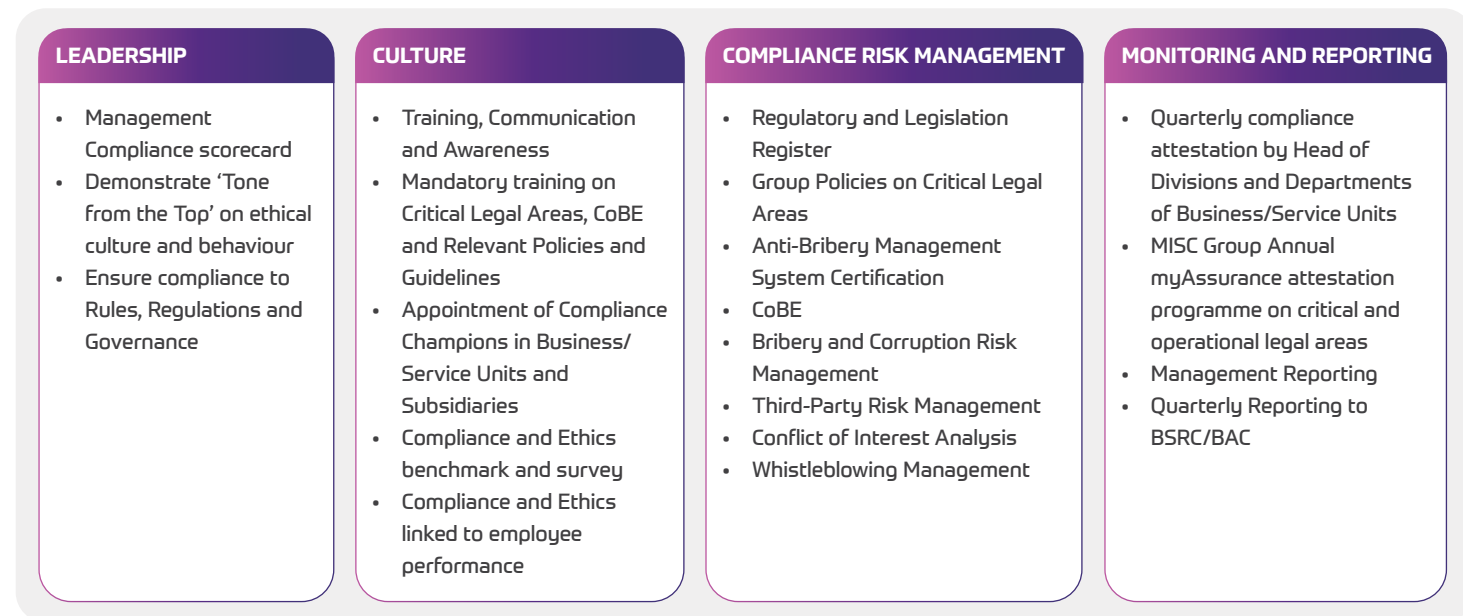
OPERATING RESPONSIBLY

COMPLIANCE MANAGEMENT FRAMEWORK

The MISC Compliance Management Framework is anchored on the core principles of establishing clear regulatory compliance programmes; identifying, managing and mitigating compliance risks; and providing transparent attestation and reporting on compliance status. The Framework is supported by strong governance and oversight, reinforced by a clear ‘Tone from the Top’ set by the Board and ELT. A culture of compliance is instilled across all MISC business activities, with structured communication and training serving as key enablers to strengthen organisation-wide awareness and accountability.



For each element of the Compliance Management Framework, the Group has established specific measures and initiatives that are critical to managing compliance risks under our Enterprise Risk Management approach. These measures are outlined as follows:

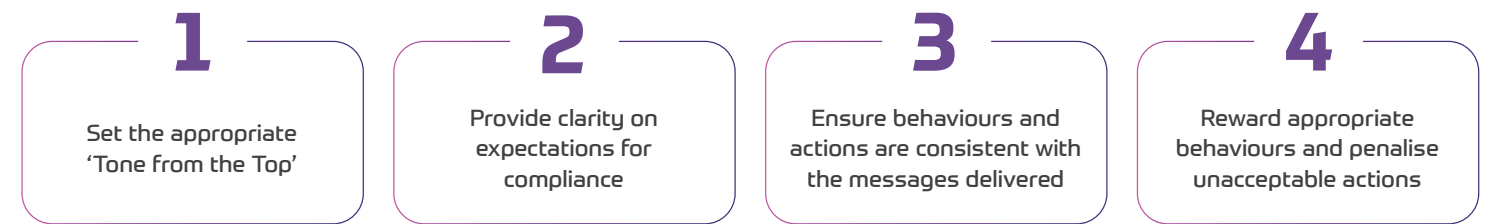


OPERATING RESPONSIBLY

Compliance Leadership

MISC’s leadership, comprising the Board and the ELT, sets the premise for expected behaviours and actions across the organisation. This top-down approach demonstrates a strong commitment to compliance and reinforces an ethical culture and conduct throughout the Group.

Accordingly, the Board and ELT shall:



Management Scorecard

MISC employs company-wide Management Compliance Scorecards to assess the adherence of all business units, service units and subsidiaries, both at the management and employee levels. These scorecards complement the Group Balanced Scorecard by measuring compliance with critical laws and regulations.

The Management Compliance Scorecards are cascaded to Head of Divisions and Departments and are linked to each division’s or department’s compliance performance for the reporting year. This approach reinforces top-level commitment to preventing bribery, corruption and compliance risks, while strategically embedding a strong compliance culture into MISC’s day-to-day operations.

Compliance Culture

At MISC, all employees are expected to demonstrate the right attitude and behaviour towards business ethics, forming the foundation of a strong compliance culture. This culture is shaped through multiple elements, including awareness and communication, leadership by example, clearly defined responsibilities and a structured approach to rewards and consequence management, as illustrated below.

- i. Clear set of published values and expected compliant behaviours.
- ii. Management is seen as the role model for implementing and abiding by compliance requirements.
- iii. Employees are aware that they are accountable for their actions and equipped with the necessary skills and knowledge.
- iv. Feedback mechanisms are put in place to ensure that mechanisms and processes to achieve the desired results and drive appropriate behaviours are working.
- v. Issues raised are turned into lessons learned and appropriate actions are taken.
- vi. A consistent approach to rewards or consequence management is used to reinforce behaviours.

In addition, the employee appraisal process incorporates elements of compliance and ethics, whereby line managers are required to provide feedback on employees’ adherence to compliance requirements and demonstration of ethical behaviour.

COMPLIANCE TRAINING, COMMUNICATION AND AWARENESS

As compliance obligations continue to evolve in response to a changing business environment, MISC conducts regular compliance communication and awareness initiatives to ensure employees remain informed of the latest laws and regulatory requirements.

Key programmes undertaken include:

- i. Raising awareness of the CoBE and whistleblowing channels through the See.Speak.Support campaign.
- ii. Delivering annual comprehensive training and refresher sessions on the five critical laws and the CoBE for employees, Directors and third-party suppliers.
- iii. Disseminating regular compliance communications through multiple channels, including the MISC Compliance and Ethics Intranet Portal, email newsletters and postings via employee engagement platform.

## OPERATING RESPONSIBLY

### Compliance Culture (Cont'd)

The effectiveness of these training, communication and awareness programmes is monitored and assessed through periodic surveys that gauge employees' understanding of MISC's compliance and ethics culture.

#### See.Speak.Support

MISC introduced the See.Speak.Support Campaign in 2017 to enhance employees' awareness of the key elements of the CoBE. Conducted quarterly, the campaign aims to familiarise employees with our whistleblowing channels, the five critical laws and other relevant policies and procedures. These sessions center on three core themes, namely:

**i. See:** If you see something or hear something that makes you feel uncomfortable, do not ignore it.

**ii. Speak:** It takes courage to speak up. Talk to your supervisor, Human Resource Division or Compliance Department.

**iii. Support:** Do not underestimate the power of support. It can help a colleague to stand up and act.

In 2025, the following See.Speak.Support awareness sessions were conducted:

#### Q1 Strengthening Anti-Money Laundering Controls for Non-Financial Institutions

The first quarter 2025 See.Speak.Support Campaign was presented by Mr. Nadarashnaraj Sargunraj, Partner at Zaid Ibrahim & Co. The session focused on strengthening understanding of the measures and processes to prevent money laundering and terrorist financing. The speaker also highlighted best practices and shared lessons learned from previous cases.

#### Q2 MISC Group Integrity Day

In second quarter 2025, as part of the See.Speak.Support Campaign, MISC hosted the MISC Group Integrity Day at Menara Dayabumi. Conducted in a hybrid format, the event welcomed over 800 participants, both in person and virtually. The session commenced with a keynote address by the MISC PGCEO, followed by a Corruption-Free Pledge Signing Ceremony by ELT members, witnessed by the PETRONAS Chief Integrity Officer and representatives from the Malaysian Anti-Corruption Commission (MACC).

A panel discussion on Integrity in Decision Making: Balancing Ethics and Business Goals featured speakers from PETRONAS, MACC, the Attorney General's Chambers and our Offshore segment. The event concluded with the announcement of the Integrity Video Competition winners and interactive booth exhibitions.

#### Q3 Human Rights at Work: Embedding Principles, Enabling Change

The third quarter 2025 See.Speak.Support session was a collaborative initiative by Group Legal and Group Strategy & Sustainability. The session commenced with opening remarks by En. Raja Azlan Shah Raja Azwa, Chief Strategy & Sustainability Officer of MISC Berhad, followed by a keynote presentation from Puteri Noor Jehan Wan Abdul Aziz, Business and Human Rights Specialist at United Nations Development Programme (UNDP). She provided insights on Malaysia's National Action Plan on Business and Human Rights, global workplace standards and practical strategies for integrating these principles into day-to-day operations. The session concluded with an interactive discussion on fostering change through ethical leadership and employee empowerment.

#### Q4 From Addiction to Advocacy: A Workplace Perspective

The session addressed the topic of substance misuse and featured guest speaker En. Hafizi Harun, President of PENGASIH Malaysia. The event opened with remarks from En. Shairizal Badzri of Group HSSE, followed by an insightful presentation from En. Hafizi, who shared his life experience to illustrate the journey from addiction to advocacy. The discussion covered rehabilitation support, organisational responsibility and strategies to foster a safe and supportive work environment. The session concluded with an interactive Q&A, reinforcing the importance of empathy and proactive engagement in promoting workplace well-being.

## OPERATING RESPONSIBLY

### Compliance Culture (Cont'd)

#### Compliance Training

In 2025, MISC continued to deliver CoBE training sessions to educate employees on the 'Five Critical Legal Areas,' namely Ethics and Integrity (including Human Rights and Modern Slavery), Personal Data Protection, Sanctions, Export Control and Competition. These sessions reinforced the Group's expectations regarding employees' conduct in their day-to-day roles.

In addition to formal training sessions, bite-sized communication materials were disseminated across the Group to provide simplified guidance on CoBE and related topics.

CoBE training is also integrated into the HR onboarding programme for new employees, covering anti-corruption and other key areas of the CoBE. Annual refresher training is conducted for all employees and Directors, who are required to complete an assessment with a 100% score to be considered successful.

CoBE training is further extended to third-party suppliers to ensure adherence to MISC's CoBE and other compliance requirements. These training programmes also cover the Whistleblowing Policy and its management within MISC.

Third-party suppliers are required to complete a mandatory assessment following CoBE training. In 2025, 315 third-party suppliers from various industries across the MISC Group participated in the training, of which 56 were identified as critical suppliers.

Under the MISC Group Compliance Learning initiative, eight compliance e-learning module training covering the 'Five Critical Legal Areas' have been developed and rolled out in phases since 2022. These modules include:

- i. Code of Conduct and Business Ethics (CoBE)
- ii. Anti-Bribery & Corruption Manual
- iii. Third-Party Compliance Due Diligence in MISC
- iv. Export Control
- v. Personal Data Protection
- vi. Sanctions
- vii. Competition Law
- viii. Human Rights Management

#### Critical Legal Areas Training

In addition to the compulsory e-learning training modules, MISC also delivered multiple Critical Legal Areas (CLA) training sessions to strengthen understanding and awareness across the organisation. These initiatives focused on key compliance topics, equipping employees and leadership with the knowledge to uphold governance standards.

#### 1. Compliance Sanction Screening Upskilling Session for MISC Group

A Compliance Screening Upskilling Session was held in collaboration with PETRONAS Group Legal to strengthen internal controls and awareness of sanctions screening requirements across MISC Group. The session emphasised the need to complete sanctions and compliance screening before processing payments, reinforcing adherence to the Third-Party Risk Management (TPRM) Manual and Sanctions & Export Control Guidelines. It also ensured relevant personnel from Legal, Finance, HR and Operations are better equipped to uphold robust governance standards and mitigate sanctions risk.

#### 2. Compliance Champions Training

The annual Compliance Champions Training equipped champions with essential knowledge of the CLA and reinforced good practices across the organisation. The programme served both as a refresher for existing champions and an onboarding platform for newly appointed ones, clarifying their roles and responsibilities in driving compliant behaviour. In addition to the annual sessions, targeted briefings were conducted on an ad hoc basis for new champions, supporting a strong compliance culture and alignment with organisational values.

#### 3. Third Party Risk Management Briefing for MISC Serviços de Petróleo do Brasil Ltda.

To enhance global compliance awareness, a TPRM briefing was conducted for MISC Serviços de Petróleo do Brasil Ltda. (MSPB) employees. The session provided an overview of MISC's compliance governance structure and Third-Party Compliance Due Diligence processes, including the use of tools such as KYC6 and the MISC Due Diligence Register. Participants were also guided on accessing key resources via the internal compliance portal, reinforcing consistent third-party risk management standards across regions.

#### 4. Sanctions Outlook and Its Impact on the Maritime Industry

As part of the Directors' Training programme, MISC organised a dedicated session on the evolving global sanctions landscape and its implications for the maritime industry. The session, led by Ali Burney, Partner at Steptoe, covered current sanctions regimes, enforcement trends, deceptive shipping practices and regulatory expectations relating to high-risk jurisdictions such as Russia, Iran and North Korea. Directors were briefed on best practices, including vessel monitoring, enhanced screening tools, strong internal controls and regular risk assessments, supporting the Board's oversight of sanctions and governance risks.

## OPERATING RESPONSIBLY

### Compliance Culture (Cont'd)

#### 5. Data Privacy Workshop

A Data Privacy Workshop was conducted to strengthen Groupwide awareness of personal data protection obligations following the Malaysian Personal Data Protection (Amendment) Act 2024. The session covered new requirements such as mandatory Data Protection Officer appointments, 72-hour data breach notification to the Commissioner, enhanced data portability rights and tighter cross-border transfer controls. Participants also explored global privacy trends and the impact of emerging technologies on data governance and were reminded of tools such as the Group Data Transfer Agreement and incident response processes to safeguard personal data and maintain regulatory compliance.

#### Compliance and Ethics Survey

The Compliance and Ethics Survey serves as a key tool to assess the compliance and ethics culture across the MISC Group. Administered biennially, the survey measures the effectiveness of compliance and ethics programmes from the employees' perspective and evaluates the extent to which the MISC CoBE, adopted in 2012, has been understood and assimilated.

Following the 2024 survey, six action plans were developed to address identified gaps. The table below outlines these action plans and their progress in 2025.

| No. | Action Plans   | Progress in 2025   |
|-----|--|--|
| 1.  | Introduce an Integrity Leadership Key Performance Indicators (KPIs) for the leadership team                    | Since 2024, individual KPIs on Integrity Leadership have been established, requiring ELT members to conduct a minimum of two integrity engagements annually.   |
| 2.  | Upskill employees, especially those in compliance functions and designated compliance champions                | The Compliance Champions Upskilling Plan was developed based on specific survey findings to address identified gaps and areas for improvement. The plan encompasses a structured training programme, recognition criteria, communication channels, mentorship, support mechanisms and initiatives designed to reinforce the compliance culture. The three-year Compliance Champions training plan commenced in 2025. |
| 3.  | Incorporate compliance and ethics discussion during performance reviews  | Compliance and ethics topics are addressed through the Compliance and Ethics Feedback Form, which is distributed by Compliance Champions during year-end performance reviews.  |
| 4.  | Continue the implementation of Compliance/ Integrity Moment sharing sessions                                   | Compliance and Integrity Moment sharing sessions were introduced within Business Units and Service Units in 2024 and will continue to be conducted in 2025 and beyond.   |
| 5.  | Conduct annual CoBE training for third parties   | Continuation of the annual CoBE training for the identified MISC Group's third-party suppliers.  |
| 6.  | Commence digitalisation/automation for the compliance management system and third-party risk management system | Digitalisation and automation initiatives for the Compliance Management System and Third-Party Risk Management commenced in 2025.  |

#### Compliance and Ethics Effectiveness

A Compliance Feedback Form was introduced to guide employees' performance review sessions, requiring employees to demonstrate their compliance and ethical conduct in day-to-day work responsibilities. This initiative provides an additional avenue for MISC to assess the effectiveness of its compliance and business ethics programmes.

## OPERATING RESPONSIBLY

### Compliance Risk Management

#### Five Critical Legal Areas

At MISC, we have identified five Critical Legal Areas (CLA) that present potential risks to the Group, particularly due to international laws with extra-territorial effect. Non-compliance in these areas could lead to significant civil and criminal penalties, as well as severe reputational damage.

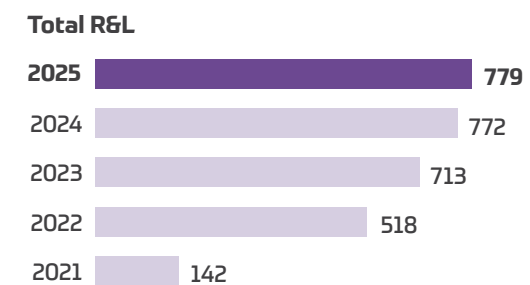
#### Five Critical Legal Areas

- 1 Ethics and Integrity (including Human Rights and Modern Slavery)
- 2 Personal Data Protection
- 3 Sanctions
- 4 Export Control
- 5 Competition

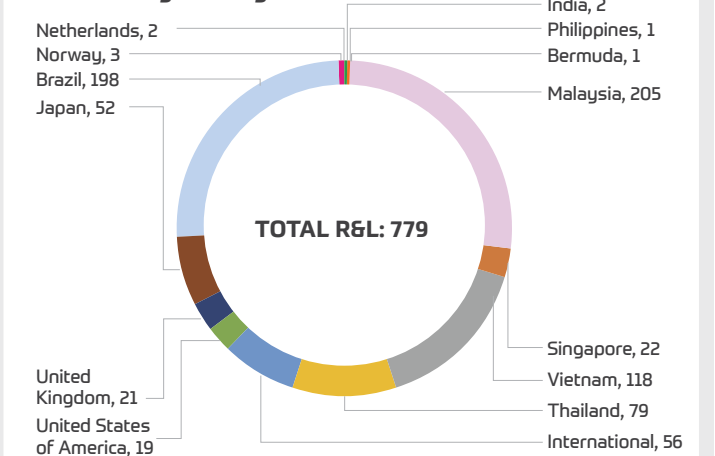
#### Regulatory & Legislation Register

MISC monitors all relevant regulations and legislation that may impact the organisation through the Regulatory & Legislation (R&L) Register. In 2025, the annual R&L Register review identified a total of 779 applicable laws and regulations. This year's review included a comprehensive clean-up exercise in which outdated, redundant and non-applicable laws and regulations were removed, while new and pertinent requirements were incorporated.

#### Total Regulations and Legislation



#### Total R&L by Country



The R&L Register serves as a 'live' document and is continuously updated to ensure ongoing monitoring of MISC's adherence to statutory requirements. To provide the Board and ELT with assurance that the Group complies with all applicable laws and regulations, Legal Functional Checklists (FCs) have been introduced through the Integrated Assurance platform, myAssurance.

For further information on FCs and myAssurance, please refer to the section on Monitoring and Reporting.

#### Code of Conduct and Business Ethics

The Code of Conduct and Business Ethics (CoBE) applies to all Directors, employees and third parties performing work or services on behalf of MISC. It sets out the standards of behaviour and ethical conduct expected from all individuals associated with the organisation. Directors, employees and third parties are required to act in MISC's best interests and avoid any conduct or activities that could adversely impact the organisation. Reflecting our unwavering commitment to ethical business practices, the CoBE governs the Group's operations both domestically and internationally.

#### Four Key Areas of CoBE:

- Core Values and Culture
- Duties of Good Faith, Fidelity, Diligence and Integrity
- Workplace Culture and Environment
- Discipline, Disciplinary Process and Sanctions

## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

To address local legislative requirements and social conventions in the countries where we operate, standalone Country Supplements have been developed to complement the Group-wide CoBE. These CoBE Country Supplements align the CoBE principles with the specific laws, regulations and social norms of each jurisdiction.

Seven CoBE Country Supplements have been established and implemented for employees based in Malaysia, Singapore, Brazil, Japan, the United Kingdom, the United States and China.

In addition, the CoBE for Third Parties outlines the relevant CoBE requirements that MISC expects third parties to comply with when performing or providing works, supplies and services, or when entering into business relationships with the Group. The CoBE for Third Parties was updated in 2025 to reflect revisions to the CoBE and to strengthen the Human Rights section in line with the implementation of the Supply Chain Human Rights Standard across the MISC Group.

### Anti-Bribery and Corruption Policy and Manual

At MISC, we uphold the highest standards of ethical business practice to maintain the trust of our stakeholders and safeguard the organisation from reputational and economic risks. Our commitment is embodied in the MISC Policy on Anti-Bribery and Corruption, which affirms our dedication to conducting all business activities and operations with the highest levels of integrity, ethical conduct and accountability. The policy reinforces our zero-tolerance stance on bribery and corruption involving our employees or any individuals or entities acting on behalf of MISC. It applies to all business dealings and relationships across the Group.

To extend this commitment across our supply chain, MISC requires all third parties to declare their adherence to the standards of integrity expected by the Group and to comply with applicable laws and regulations by signing the Declaration and Integrity Pledge (DIP). The DIP was revised in 2025 to enhance its content and reflect practical application.

To support the implementation of the Policy on Anti-Bribery and Corruption, MISC has established the Anti-Bribery and Corruption (ABC) Manual, which incorporates the key principles outlined in the CoBE. The Manual serves as a practical guide for employees, Directors and business partners in addressing

improper solicitation, bribery and other corrupt activities that may arise in the course of business. It covers, but is not limited to, the following areas:

1. Gift, Entertainment and Corporate Hospitality
2. Dealing with Public Officials
3. Corporate Social Responsibility (CSR), Sponsorships and Donations
4. Political Contributions
5. Facilitation Payment
6. Money Laundering
7. Dealing with Third Parties
8. Recruitment of Employees
9. MISC Whistleblowing Policy

In ensuring compliance with applicable anti-money laundering laws and guidelines, MISC has appointed a Designated Compliance Officer to serve as the focal point for managing Anti-Money Laundering and Countering the Financing of Terrorism matters.

### Anti-Bribery Management System

The MISC Group of Companies has been certified with the ISO 37001:2016 Anti-Bribery Management System (ABMS) since 2023. This certification underscores our commitment to managing bribery and corruption risks in accordance with internationally recognised standards, as well as ensuring compliance with the MACC Act and relevant foreign legislation such as the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

Implementation of the ABMS within MISC is guided by the MISC Integrity Management System Manual. Annual internal audit reviews are conducted by Group Internal Audit (GIA), followed by surveillance audits by certification body, SIRIM QAS International Sdn. Bhd., to evaluate the effectiveness of the ABMS in preventing, detecting and responding to bribery and corruption.

These audits assess the ethical standards of our operations, focusing on areas such as leadership and commitment, policy and governance, roles and responsibilities, anti-bribery and corruption risks and opportunities and due diligence practices, among others.



100% of MISC Group certified with ISO ABMS

## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

#### Business Ethics Awareness Programme

In order to strengthen the anti-bribery and corruption practices within MISC, the following programmes were organised.

#### i. Integrity Time-Out

An Integrity Time-Out session is an avenue for the Head of Divisions/Departments to communicate and have a conversation about integrity with employees within their respective departments. The session is coordinated by the respective Compliance Champions within the Divisions/Departments.

#### ii. Compliance/Integrity Moment

The Compliance or Integrity Moment is a brief two to three-minute sharing session by any employee to illuminate ethical situations faced in the workplace or depicted in the media which is to be held at the start of meetings, town halls or awareness sessions.

#### Corruption Free Pledge Refresher

In 2025, the MISC Group Corruption-Free Pledge refresher was circulated to all employees to reinforce the Group's commitment to integrity. This was followed by a Corruption-Free Pledge signing ceremony by ELT members, held as a highlight during MISC Group Integrity Day and witnessed by the PETRONAS Chief Integrity Officer and a representative from the MACC. The year concluded with a Corruption-Free Pledge signing ceremony by the MISC Board of Directors, witnessed by the MISC Group PGCEO.

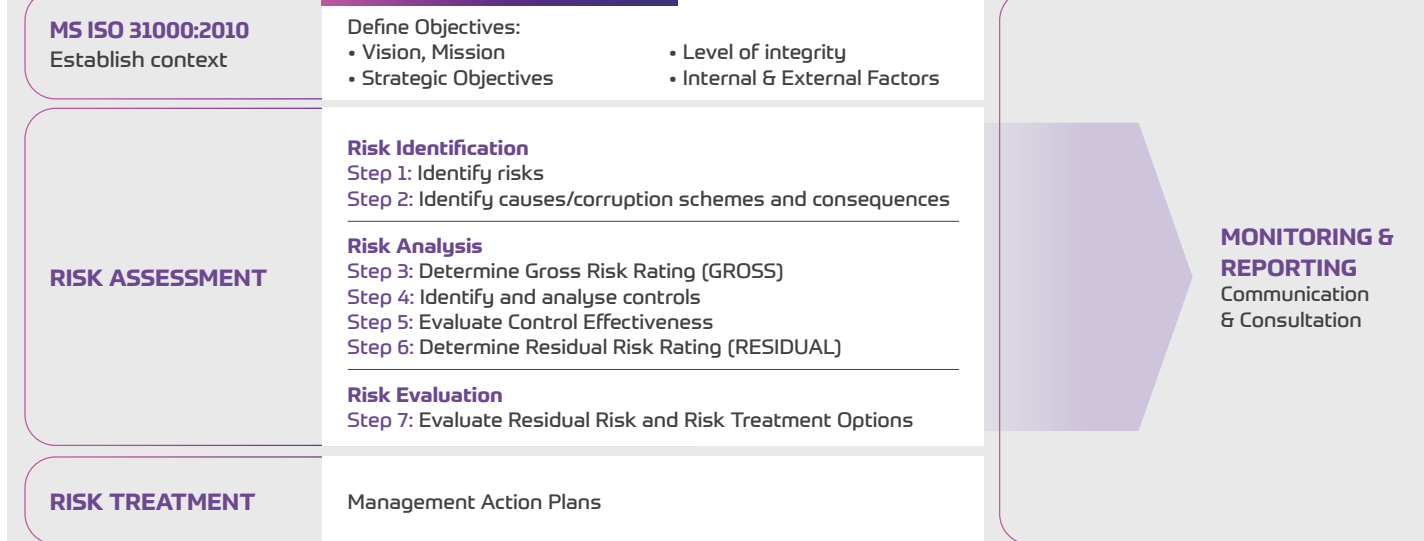
#### Corruption Risk Exposure and Mitigations

The Bribery and Corruption Risk Management Framework was developed by benchmarking the following documents and references:

- i. Transparency International (TI) (UK)'s Guidance for 'the Conduct of Effective Bribery Risk Assessment'
- ii. United Nations Global Compact's 'Guide for Anti-Corruption Risk Assessment'
- iii. PETRONAS' Guide on 'How to Implement an Integrity Programme – A Guide for MDs/CEOs, PETRONAS Group of Companies'
- iv. MACC's Corporate Anti-Corruption Compliance Centre (CACCC) Risk Methodology;
- v. ISO 31000:2010 Risk Management
- vi. ISO 37001:2016 Anti-Bribery Management System
- vii. PETRONAS' Corruption Risk Assessment (CRA) Procedure



#### OVERVIEW OF CRA PROCESS



## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

All MISC Group companies conduct the Corruption Risk Assessment (CRA) annually to continuously identify, analyse and evaluate potential bribery and corruption exposures within the Group.

**100%**  
of our operations were assessed for corruption-related risks

In addition, the MISC Group has established a Bribery and Corruption Risk Register, which is reviewed and updated annually to ensure that bribery and corruption risks, along with their corresponding mitigation measures, are comprehensively captured in accordance with ISO 37001:2016 ABMS requirements and the Adequate Procedures Guidelines.

#### Corruption Risk Management Procedure

The Corruption Risk Management (CRM) Procedure was adopted on 3 September 2025 to provide standardised guidance for managing bribery and corruption risks and to strengthen anti-bribery controls. The procedure incorporates measures to identify and evaluate associated risks and supports the development and implementation of adequate procedures in line with the T.R.U.S.T. Principle, enabling the Group to effectively prevent, detect and respond to bribery and corruption.

In 2025, a total of 263 potential corruption risks were identified, which were categorised into 16 key corruption risk areas, with 104 mitigation measures implemented across the MISC Group.

#### Top 5 Key Risk Areas

**1** Bribery (offering/receiving bribe) and/or abuse of power in the selection of shipyard/contractors/suppliers/service providers/bankers/broker/agent/third party

**2** Bribery (offering/receiving bribe) and/or abuse of power by employees to leak sensitive and confidential information to specific third parties and/or competitors through daily operations and during tendering activities

**3** Bribery (offering/giving) to influence judges/arbitrators in legal disputes in favour of Company or bribing the government authority/regulators/officials for favourable outcome (e.g., Approve submission of corporate exercise/statutory documents/permits/licences or reduce audit findings/fines)

**4** Bribery (offering/giving) to influence judges/arbitrators in legal disputes in favour of Company or bribing government authority/regulators/officials for favourable outcome (e.g. Approve submission of corporate exercise/statutory documents/permits/licences or reduce audit findings/fines)

**5** Bribery, concealing fraud activity

Bribery and corruption risk is incorporated into MISC's Enterprise Risk Register under the Risk Event category of Compliance with Rules, Regulations and Governance, within the Compliance and Ethics component.

#### Key Risk Indicators for Bribery and Corruption

• Lagging indicators: Medium impact and major impact breaches on critical legal areas (CLA) and operational legal areas (OLA)

• Leading indicators: Status of effectiveness of ABMS implementation by audit review outcomes

**In 2025, we recorded no monetary losses as a result of legal proceedings associated with bribery or corruption**

**Zero non-compliances related to bribery or corruption, anti-money laundering, or insider trading**

## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

#### Third-Party Risk Management

Third-Party refers to contractors, sub-contractors, consultants, vendors, agents, representatives and other service providers performing or providing work, supplies, or services for or on behalf of the MISC Group, joint ventures partners, clients, banking and financial institutions/lenders.

Our third-party compliance due diligence process is guided by the MISC Third-Party Compliance Due Diligence Operational Guidelines (TPCDDOG), which provide structured procedures for assessing compliance risks associated with third parties entering into, or maintaining, contractual transactions and business relationships with MISC. These assessments are designed to ensure that such relationships do not present significant associated compliance risks.

#### Compliance Risks Covered Under TPCDDOG

- Bribery and corruption
- Money laundering
- Conflicts of Interest
- Economic sanctions
- Export control
- Competition
- Human rights and modern slavery
- Personal data protection

#### Compliance Due Diligence Tools

- KYC Questionnaire
- Standard Compliance Due Diligence (Online screening via KYC platforms)
- Enhanced Compliance Due Diligence (ECDD)
- Associated Compliance Risk Assessment using the Due Diligence Risk Assessment Checklist

In 2025, the TPCDDOG and its associated tools were updated to align with the revised Human Rights Policy and the new compliance screening requirements.

MISC conducts compliance due diligence in all business dealings and relationships with both new and existing third parties as part of the Know Your Counterparty (KYC) process. The KYC process enables the Group to understand and assess counterparties to ensure compliance with applicable laws, as well as MISC's CoBE, policies and obligations.

Prior to engagement, operations are required to perform due diligence on third parties. This includes completing the KYC Questionnaire and/or conducting internal KYC online checks, followed by an assessment of potential Associated Compliance Risks using the Due Diligence Risk Assessment Checklist. Enhanced Compliance Due Diligence (ECDD) is conducted for third parties identified with medium or high Associated Compliance Risk, including all proposed transactions involving mergers and acquisitions or joint ventures. Appropriate mitigation plans are implemented upon identification of any red flags.

#### Competition

Our Competition Law Guidelines outline the key competition laws applicable across major international jurisdictions and guide the Group in ensuring strict compliance in day-to-day business operations. To support these guidelines, MISC has adopted two Competition Law Compliance Protocols:

- i. Competition Law Compliance Protocol on Meetings and Information Sharing
- ii. Competition Law Compliance Protocol on Merger and Acquisition Transactions

**In 2025, we recorded Zero non-compliances related to competition law**

#### Sanctions

MISC is fully committed to complying with all applicable economic sanctions and export control regulations by systematically identifying, mitigating and managing associated risks across the jurisdictions in which we operate.

Our Sanctions and Export Control Guidelines provide the overarching framework for all matters related to sanctions and export controls, ensuring adherence to regulatory requirements and international best practices.

As part of the third-party compliance due diligence process and the PRA conducted by business units, prospective business relationships are rigorously assessed to ensure that MISC does not engage with any entity or individual subject to sanctions, including those directly or indirectly owned or controlled by sanctioned parties. The Group strictly refrains from participating in any activities that could result in a breach of sanctions laws.

To strengthen compliance screening controls, all payments are subject to a comprehensive screening process prior to any transactions. This process covers all counterparties, recipient banks, intermediaries and other third parties, ensuring that no transactions are conducted with restricted or sanctioned parties.

**In 2025, we recorded Zero non-compliances related to economic sanctions**

## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

#### Personal Data Protection

MISC is committed to complying with applicable privacy and personal data protection laws. The Corporate Privacy Policy and its Master Guidelines apply across all operations to ensure that the collection, use, processing and storage of personal data relating to employees, contractors, Directors and third parties are conducted in accordance with Group policies.

In line with the Malaysian Personal Data Protection (Amendment) Act 2024, MISC appointed a Data Protection Officer to fulfil the new statutory requirement, effective 1 June 2025.

MISC's Privacy Statement, available on the corporate website, outlines the processing of all personal data collected through the Group's website, social media channels and emails. Employees, Directors and third parties are also provided with a Personal Data and Information Notice, which explains the Group's practices regarding the handling of their personal data.

The Notice further informs individuals of their rights, including the ability to withdraw consent, access, rectify, modify, delete, object to, restrict, receive, or transfer their personal data, as well as to lodge a complaint regarding MISC's processing of their personal data. Any queries, comments, or complaints may be directed to the Compliance department at [compliance@miscbhd.com](mailto:compliance@miscbhd.com).

In 2025, we recorded **Zero non-compliances** related to data privacy.

#### Customer Privacy Information

Customers are informed of our Corporate Privacy Policy through Personal Data and Information Notice.

#### Components of Our Personal Data and Information Notice

Purpose of information collection

Nature of captured information

Customers' personal data rights such as withdrawing their consent or amending or deleting personal data

Our commitment when disclosing customers' personal data

In 2025, we recorded **Zero non-compliances** related to customer data privacy.

#### Political Involvement Policy

Employees are prohibited from using their position in MISC to influence political contributions and support politicians or their parties in any country, as stated in our CoBE.

- i. Political contributions are not permitted
- ii. No form of financial assistance is received from the government
- iii. Facilities, resources and equipment cannot be used for politically related activities and campaigns, or events.

#### Lobbying Approach

Employees are required to comply with local laws concerning lobbying in any jurisdiction in which MISC engages in lobbying activity, if any. Before engaging in lobbying activities, guidance from the Head of Department is to be obtained. MISC currently does not engage in any lobbying activities.

#### Conflict of Interest Annual Declaration

A conflict of interest (COI) occurs when one's personal interests, whether family, friends, financial, or social, may impair one's judgment, decisions, or actions at work. COI disclosure is part of the assurance process for Conflict-of-Interest Avoidance, in which possible or actual instances of conflict are identified and appropriately mitigated.

We must ensure that appropriate measures are taken so that there is no risk posed to our business, as well as to our Directors and employees. 100% of MISC Berhad's employees have completed the Annual COI Disclosure for 2025.

Our Directors, employees and third parties are required to declare any conflict of interest through the following platforms:

- A dedicated email address: [coideclaration@miscbhd.com](mailto:coideclaration@miscbhd.com); or
- Annual Conflict of Interest Declaration form

All declarations are properly reviewed and analysed according to the COI Analysis and Review Procedure and any necessary mitigation steps are communicated to relevant employees.

In 2025, we recorded **zero actual conflict of interest/non-compliance** related to conflict of interest.

## OPERATING RESPONSIBLY

### Compliance Risk Management (Cont'd)

#### Whistleblowing Policy

Employees and members of the public are encouraged to report any improper conduct, including misconduct, criminal offences and human rights violations, involving MISC or its employees through the Group's whistleblowing platforms. The Whistleblowing Policy applies to all employees, Directors and officers of MISC.


The Group also encourages its joint venture companies where it is not the controlling stakeholder, as well as its associate companies, to adopt this policy. The policy is likewise applicable to members of the public, where relevant.

Misconduct or criminal offences include, but are not limited to:


- i. Fraud
- ii. Bribery
- iii. Abuse of Power
- iv. Conflict of Interest
- v. Theft or Embezzlement
- vi. Misuse of Company's Property
- vii. Non-compliance with Procedure

This list is not exhaustive and includes any act or omission that, if substantiated, would constitute misconduct under MISC's CoBE or a criminal offence under applicable legislation.

#### Whistleblowing Channel

 **Email**  
[whistleblow@miscbhd.com](mailto:whistleblow@miscbhd.com)

 **Whistleblowing e-Form**  
(<https://whistleblow.misc.net.my/Whistleblowing/>)

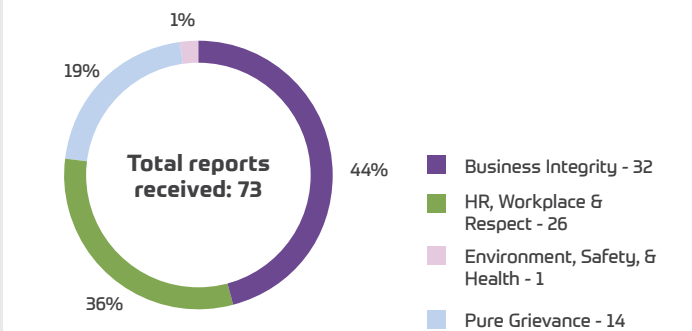
 **Hotline +603 2264 0807**  
from Monday to Friday during office hours  
(9 am-5 pm)

Employees and members of the public may report any misconduct or criminal offence through MISC's whistleblowing channels anonymously and are not required to disclose their identity. The Group provides secure and confidential reporting channels, ensuring that whistle-blowers are protected and their identity is safeguarded, to the extent reasonably practicable, from any adverse or detrimental actions, provided the disclosure is made in good faith.

#### Whistleblowing Cases

In 2025, the whistleblowing channel received and processed 73 whistleblowing complaints in comparison to 65 complaints recorded in 2024.

#### Total Reports Received



Based on the outcomes of investigations, a total of 22 complaints were closed with action items, following substantiated allegations and identified anomalies. Corrective measures were implemented to address control gaps and mitigate risks. Two complaints were closed and seven were closed with no further action, while 42 complaints remained open or in progress.

Out of the 73 total reports received, 22 whistleblowing cases were identified as involving human rights-related elements.

During the year under review, management implemented the following measures to address substantiated cases:

- i. Conducted due inquiries, followed by appropriate consequence management for employees involved.
- ii. Developed gap analyses on employee-raised concerns, accompanied by corrective action plans to address identified gaps and prevent recurrence.
- iii. Delivered targeted, bite-sized communications to reinforce awareness of the CoBE and grievance channels, focusing on relevant topics.
- iv. Conducted mandatory risk assessments and safety inspections on specified equipment to prevent similar incidents.
- v. Issued reminders to all employees to adhere to established policies and procedures.

In 2025, we recorded **zero substantiated cases** under Business Integrity related to Bribery and Corruption.

## OPERATING RESPONSIBLY

### Monitoring and Reporting

#### Compliance Attestation

The implementation of the Head of Department (HOD) Compliance Attestation Programme serves as a key mechanism for assessing the Group's compliance with applicable laws and regulations. In 2025, this initiative was conducted quarterly to reinforce the 'Tone from the Top' and demonstrate Management's commitment to fostering a compliance culture across all operations.

The self-assessment attestation programme promotes transparency in line with the Guidelines on Adequate Procedures and is designed to:

- i. Assure the Board and Management regarding MISC's compliance with all applicable laws and regulations.
- ii. Promptly document and address any concerns that may give rise to potential or actual compliance breaches.

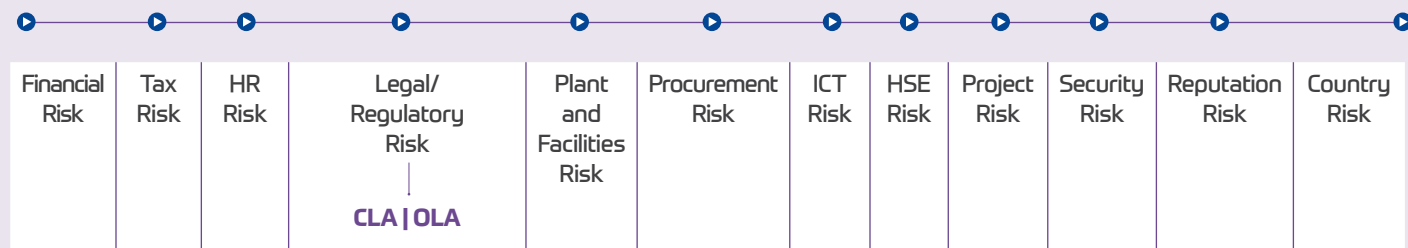
#### myAssurance

myAssurance is an integrated assurance platform implemented to capture all lines of assurance across the Company's business operations. Legal and regulatory risk is one of the 12 Focused Risk Areas identified under the Group's Enterprise Risk Management framework.

Within the Legal and Regulatory Risk category, two domains of laws have been identified:

- i. CLA – Reputational
- ii. OLA – Non-reputational

#### MYASSURANCE



## OPERATING RESPONSIBLY

### Monitoring and Reporting (Cont'd)

#### Critical Legal Areas

The CLA FC within myAssurance is a self-assessment tool designed to evaluate the legal compliance status of our operations and identify potential areas of weakness, non-compliance, or misaligned practices. This includes key areas such as bribery and corruption, money laundering, conflicts of interest, sanctions, export control, competition, human rights, modern slavery and personal data protection. Corrective actions are implemented to address any gaps identified.

#### Operational Legal Areas

The Operational Legal Areas (OLA) FCs were also introduced on the myAssurance platform to capture assurances for laws and regulations outside the CLA scope. The OLA covers areas such as health, safety and environment, petroleum, energy and utilities; financial and tax, employment, land and real property, intellectual property and building and construction, among others.

In 2025, a total of 15 mandatory OLA FCs were identified for completion, as outlined below:

- i. Fire Services Act 1988
- ii. Dangerous Drugs Act 1952
- iii. Prevention and Control of Infectious Diseases Act 1988
- iv. Poisons Act 1952
- v. Occupational Safety and Health Act 1994
- vi. Environmental Quality Act 1974
- vii. Labuan Business Activity Tax Act 1990
- viii. Real Property Gains Tax Act 1976
- ix. Companies Act 2016
- x. Labuan Companies Act 1990
- xi. Merchant Shipping (Tonnage) Regulations 1985
- xii. Bintulu Port Authority Act 1981
- xiii. Merchant Shipping Ordinance 1952
- xiv. Merchant Shipping Ordinance (Amendment) Act 2016
- xv. Merchant Shipping (Collision Regulations) Order 1984

The remaining OLA FCs are conducted on a risk-based approach, with the frequency of assessments determined according to the nature and level of the associated risks.

### CONTINUOUS IMPROVEMENT

We continuously enhance the suitability, adequacy and effectiveness of our compliance and ethics programmes through regular reviews by the Internal Audit team, including annual ISO ABMS internal and external audits. Compliance and ethics-related matters are monitored and reported on a regular basis to ensure ongoing oversight and improvement.

## STRENGTHENING CYBERSECURITY

As technological innovation accelerates, organisations are increasingly reliant on sophisticated Information Technology (IT) systems and interconnected digital environments for daily operations. The rapid evolution of digital infrastructure and the growing sophistication of cyber threats make it essential to adopt a proactive and adaptive approach to cybersecurity. For MISC Group, extensive cybersecurity management is not only necessary for countering current threats but also for anticipating future risks, thereby ensuring long-term business continuity and resilience. A sound cybersecurity strategy is built on ongoing risk assessments, advanced threat modeling and the ability to swiftly respond to new risks and technological developments. By integrating these principles into its cybersecurity framework, MISC strengthens its defences, enhances threat detection and demonstrates its ongoing commitment to a secure and resilient digital landscape.

At MISC, cybersecurity matters fall under the purview of the Board through the Board Sustainability & Risk Committee (BSRC), which receives updates on a quarterly basis. At the management level, progress and key developments are reported to the Health, Safety, Security, Environment & Sustainability Council on a bi-monthly cycle. This structured governance framework illustrates the critical importance placed on maintaining robust cybersecurity across the Group.

### STANDARDS AND CORE DOCUMENTS

At MISC, cybersecurity management is guided by a comprehensive set of standards and frameworks, as listed below. These documents reflect global best practices and are customised to align with MISC’s operations.

- MISC Cybersecurity Control Standards
- MISC Secure System Development Framework (SSDF)
- Cybersecurity Incident Response Plan
- Cybersecurity Incident Playbook
- MISC Cybersecurity Manual – for Maritime Assets
- MISC Cybersecurity Manual – for Third Party

The MISC Cybersecurity Control Standards define the baseline and specific cybersecurity controls required for all systems operated or used within the MISC Group, including those managed by joint ventures under MISC’s operational oversight. These standards are informed by globally recognised frameworks such as the NIST Cybersecurity Framework, ISO/IEC 27001:2022, the ISF Information Risk Assessment Methodology and the International Safety Management Code. They also ensure adherence to key regulations, including the IMO 2021 Cyber Risk Management Resolution, the Personal Data Protection Act and the General Data Protection Regulation (GDPR).

The MISC SSDF integrates security into every step of the MISC’s System Development Lifecycle, promoting resilient software and systems.

Additionally, the MISC Cybersecurity Incident Response Plan defines how the organisation responds to cybersecurity threats in a structured and effective manner. It provides a clear escalation pathway for handling both suspicious and confirmed incidents. Employees are directed at the IT Helpdesk as the initial point of contact, where issues are promptly investigated and escalated following the established Incident Response Workflow.

A strong incident response capability is crucial, as cyberattacks have the potential to cause severe operational disruptions and damage. The response plan enables swift detection of incidents, limits losses, addresses exploited vulnerabilities and ensures rapid restoration of IT services. This approach helps safeguard both MISC Group’s IT and operational technology (OT) assets, as well as its employees. Regular annual reviews are performed to identify weaknesses and continuously enhance the overall effectiveness of the incident response plan.

Furthermore, we have formalised the MISC Cybersecurity Manual for all maritime assets to strengthen the protection of both IT and OT systems deployed across our fleet. To enhance cybersecurity throughout our supply chain, we mandate minimum standards for third-party vendors involved in manpower, IT/OT services and software contracts, reinforced by the MISC Cybersecurity Manual for Third Party. The Manual became fully operational in 2025.

### EXTERNAL VULNERABILITY ASSESSMENT AND PENETRATION TESTING

As part of MISC’s commitment to extensive cybersecurity, regular vulnerability assessments and penetration tests are conducted to evaluate the strength of its IT infrastructure and management systems. These efforts complement comprehensive annual external audits of cybersecurity processes, alongside the proactive implementation of advanced security measures to safeguard the company’s digital environment. The exercise will evaluate the company’s ability to detect, prevent and respond as well as will deliver realistic insights into the effectiveness of current defences, reveal detection gaps and response delays and provide actionable recommendations to enhance protection of critical assets and strengthen overall cyber resilience.

An independent third-party assessment featured a red team vulnerability test designed to realistically measure the strength of existing defences, identify any detection gaps or response

delays and generate actionable recommendations to better protect critical assets and boost overall cybersecurity resilience. The exercise focused on publicly accessible systems and non-sensitive information, employing both active and passive reconnaissance methods, such as subdomain, web application and internet protocol (IP) enumeration, to simulate exploitation attempts on internet-facing hosts. This exercise started in December 2025 and is to be completed in January 2026.

To further evaluate MISC’s cyber resilience, a targeted phishing assessment was conducted to simulate social engineering attacks. Carefully crafted phishing emails were sent to employees using lookalike domains and email servers that closely mimicked legitimate sources, with the goal of measuring employee awareness and the likelihood of interacting with suspicious links. Each response was monitored to determine whether emails were opened, links clicked, or sensitive information submitted. The assessment recorded a 0% success rate with no employees interacting with the phishing emails, confirming that existing security measures effectively blocked unauthorised access and minimised the risk from social engineering threats.

These results demonstrate MISC’s comprehensive information security posture, with strong controls in place to prevent breaches and unauthorised access. The company continues to enhance its cybersecurity framework to safeguard digital assets and uphold the integrity of its IT environment.

### CYBERSECURITY RISK MANAGEMENT AND CYBERSECURITY BUSINESS IMPACT ASSESSMENT

Integrating cybersecurity risk management into MISC Group’s Cybersecurity Strategic Plan is fundamental to tackling evolving threats, safeguarding stakeholder interests, maintaining regulatory compliance and upholding ethical standards. The Cybersecurity Risk Management Guideline, developed in alignment with the NIST Cybersecurity Framework’s five functional areas; Identify, Protect, Detect, Respond and Recover provides a structured approach to managing and mitigating cybersecurity risks.

Guided by this framework, MISC Group conducted a business impact assessment to determine its “crown jewels” the most critical assets enabling focused resource allocation and risk prioritisation. Proactively addressing vulnerabilities associated with cyber threats strengthens organisational resilience, enabling sustainable business operations even in challenging conditions.

## STRENGTHENING CYBERSECURITY

### NIST Cybersecurity Framework’s five functional areas—

### Identify, Protect, Detect, Respond and Recover

Given the rise in cyberattacks within the maritime industry, MISC has performed vessel-specific assessments to identify gaps and implement controls to minimise onboard cybersecurity risks. Additionally, the Cybersecurity for Maritime Asset guideline was developed to help MISC vessels and offshore platforms comply with IMO 428, International Association of Classification Societies, Unified Requirement E26 and International Electrotechnical Commission (Security for Industrial Automation and Control Systems) standards. This ensures all vessels adhere to rigorous cybersecurity regulations, industry best practices and contractual requirements.

### PROTECTING OUR VESSELS AND OFFSHORE PLATFORMS

Traditionally, OT on board encompasses control, communication and navigation systems operating in isolated environments. However, accelerated digital transformation is driving greater interconnectivity between OT and IT, resulting in increased cybersecurity risks. A cybersecurity incident or successful attack affecting MISC Group’s vessels and floating platforms could trigger significant regional and global repercussions, impacting supply chains, reputation, financial stability, regulatory compliance, health and safety, as well as the environment and biodiversity.

To address these risks and limit potential impacts, MISC has implemented specialised cybersecurity guidelines for OT. Regular risk assessments, deployment of security controls and collaboration with industry peers help safeguard both IT and OT systems. This proactive stance supports the safe and efficient continuation of maritime business operations while minimising exposure to evolving threats.

### KeepUp@Sea Cybersecurity Deployment

KeepUp@Sea is a comprehensive cybersecurity solution designed to secure the OT and IT infrastructure on maritime vessels. This solution enables centralised monitoring and management of onboard systems, ensuring compliance with the IMO 2021 cybersecurity guidelines. Its primary objectives are to safeguard vessel operations against cyber threats while minimising operational downtime caused by security breaches. As of December 2025, the solution has been deployed on 75 vessels across MISC Group.

## STRENGTHENING CYBERSECURITY

The initiative delivers significant value by mitigating the risk of operational disruptions, thereby protecting the company's critical assets and ensuring seamless operations. It also enhances the safety of the crew by securing vital onboard systems, ensuring they remain functional and protected from cyberattacks. Indirectly, as cybersecurity requirements have heightened, KeepUp@Sea plays a crucial role in preventing incidents that could lead to environmental harm, such as accidental spills or equipment failures.

Furthermore, the solution aligns with global cybersecurity regulations, strengthening the company's compliance framework and ensuring that maritime operations meet international security standards. For MISC, this initiative not only reinforces the security and resilience of its fleet but also aids in protecting the company's reputation as an industry leader in maritime operations.

Moving forward, the strategic plan is to complete the rollout of KeepUp@Sea across the entire fleet and extend its adoption to subsidiaries. This enhanced implementation will ensure broader cybersecurity coverage and support the long-term sustainability of operations across MISC's global maritime network.

### NexusWave: Enhancing Operations, Crew Welfare and Compliance

Project NexusWave, MISC's next-generation vessel connectivity solution powered by Inmarsat, is now close to full deployment across the fleet, providing high-speed, secure and globally available internet as the digital backbone of MISC's maritime operations. It enables real-time data sharing, remote monitoring and seamless integration with cloud-based applications, driving measurable improvements in operational efficiency, decision-making accuracy and maintenance responsiveness, while reducing communication delays and strengthening ship-shore collaboration.

From a social perspective, NexusWave has significantly enhanced crew welfare by delivering stable, high-speed connectivity that keeps seafarers connected to their families and digital well-being resources, supporting morale, retention and mental health during extended voyages. From a governance and sustainability standpoint, the system supports real-time compliance reporting, environmental performance tracking and remote audits, helping vessels meet international regulatory requirements. With most of the fleet now connected, NexusWave is becoming a core pillar of MISC's digital resilience and sustainability strategy, ensuring operations remain efficient, compliant and people-centric in an increasingly connected future.

### PREVENTIVE, DETECTIVE AND REACTIVE MEASURES

To safeguard the security and resilience of MISC Group's networks, systems, applications, data and personnel, the company has engaged managed security support services to enhance the implementation of its Cybersecurity Strategy Plan. This partnership plays a critical role in effective security management.

Through the Security Operations Centre (SOC), the managed security support service delivers continuous 24/7 security monitoring, as well as advanced threat detection and response capabilities for IT endpoints and network devices. The service also provides specialist expertise in threat prevention, vulnerability management and managed detection and response for IT assets.

With the increasing frequency of global cyberattacks and the emergence of zero-day vulnerabilities, integrating managed security support is a crucial measure in MISC Group's cybersecurity strategy.

### CYBERSECURITY AWARENESS PROGRAMMES

MISC is committed to maintaining a high level of cybersecurity awareness among its employees through continuous training and communication. Initiatives include tailored departmental sessions, onboarding awareness for new hires and dedicated cybersecurity awareness briefings. Key messages are further reinforced through posters and circulars distributed via email, ensuring wide employee engagement across the Group.

#### Cybersecurity e-Learning Programme

A cybersecurity training and awareness e-learning module was developed and launched for all MISC Group employees. Completion of this module is mandatory to ensure employees are aware of the potential risks and impacts of cybersecurity threats within the Group. The module also provides practical guidance on the Do's and Don'ts to help safeguard MISC Group against evolving cyber threats.

The e-learning content is reviewed annually, with updates made to address new requirements and emerging cybersecurity risks.

#### Cybersecurity Awareness for New Hires

Cybersecurity awareness sessions are incorporated into the orientation programme for new hires, covering topics such as types of cybersecurity threats, password security and best practices for maintaining cybersecurity. A total of 16 sessions were conducted in 2025.

#### Phishing Intervention Programme

In 2025, MISC conducted eight targeted sessions of its phishing intervention programme for employees who had previously clicked on phishing email links. The programme aimed to enhance employees' ability to identify phishing characteristics and adopt best practices to avoid harmful links. Reminder emails were also issued to reinforce key messages. This initiative has enabled MISC to consistently maintain a rate below the 4% target, aligning with performance levels seen across large organisations.

#### Cybersecurity Awareness Talk

The Information Security Department conducted cybersecurity awareness sessions during the Senior Officer Management Conference (SOMC) as well as dedicated talks for ALAM employees and students, delivering a total of four sessions in the year. These programmes focused on raising awareness of cybersecurity's importance in today's digital environment and provided practical guidance on mitigating cyber threats. Participants, including senior officers, employees and students were equipped with skills to safeguard personal privacy, maintain organisational security and comply with legal requirements, thereby supporting a more resilient and trustworthy digital ecosystem.

#### MHB Cybersecurity Awareness

In 2025, MHB implemented a structured suite of cybersecurity initiatives aimed at strengthening the organisation's security culture and cyber resilience. These initiatives included Mission Cyber Secure 2025 training sessions, cybersecurity infographics and alerts disseminated via corporate email, a mandatory cybersecurity knowledge assessment, information and communications technology (ICT) consequence management coaching and targeted phishing-awareness sessions. The programmes were delivered through a combination of virtual and in-person formats to ensure broad reach across MHB, its subsidiaries and support units.

Collectively, these efforts enhanced employee awareness of cybersecurity risks and best practices, strengthened competencies through assessment and coaching and promoted transparent communication on cybersecurity incidents to reinforce shared responsibility.

The programme emphasised employee compliance with ICT policies, reinforced individual accountability and supported

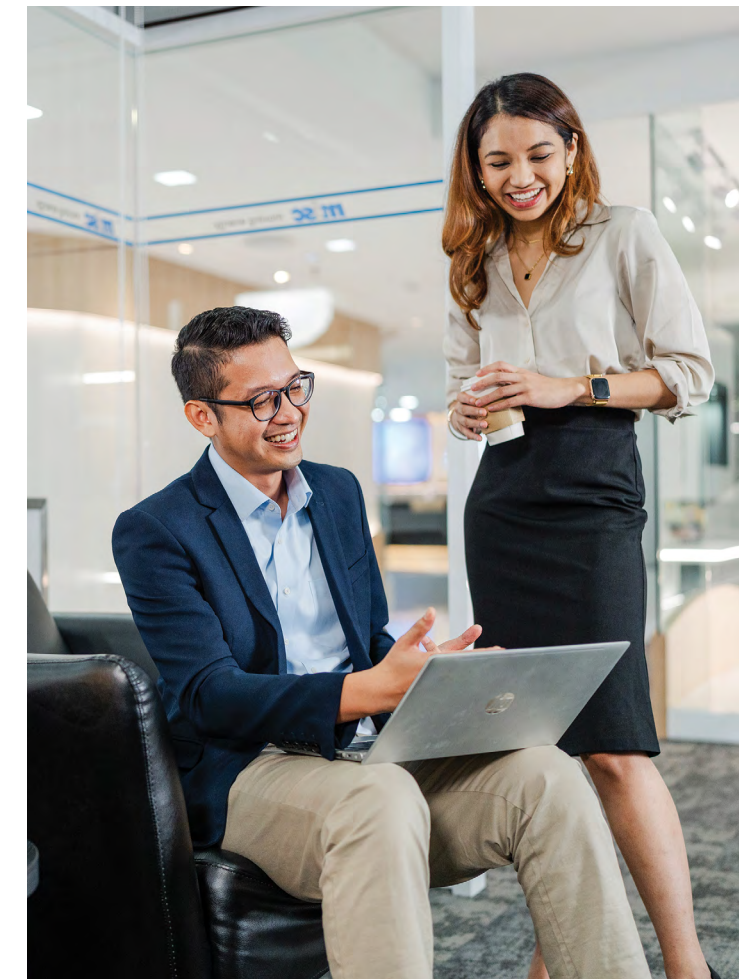
## STRENGTHENING CYBERSECURITY

the continuous improvement of MHB's Information Security Management System (ISMS).

As a result, MHB fostered a more vigilant and cybersecurity-conscious workforce, reduced the likelihood of human error leading to cyber incidents and strengthened organisational readiness for regulatory reviews and audits through improved governance and policy adherence. Ongoing monitoring and evaluation ensure that these initiatives remain effective, continuously improve and stay aligned with MHB's business needs and strategic priorities.

#### Key highlights

- ▶ Zero major cybersecurity incidents in 2025
- ▶ Zero data breaches in 2025
- ▶ Security Operation Centre operates 24/7



# ADVANCING A SUSTAINABLE SUPPLY CHAIN



## Our Commitment

- To drive sustainable practices with our suppliers



## Our Initiatives

- Implementing the Responsible Supply Chain Programme emphasising sustainable sourcing, circular economy, health and safety and business ethics compliance
- Identifying collaboration/partnership opportunities on pollution prevention and decarbonisation of our operations
- Promoting circular economy principles across the value chain

## Our Contribution to SDGs



Ensure sustainable consumption by promoting a circular economy (eliminating waste and ensuring the circular use of resources) and sustainable procurement practices



Strengthen implementation and foster partnership for sustainable development

MISC embeds its sustainable supply chain commitments within the Group Procurement Guidelines (GPG), as set out in the Sustainable Procurement Statement. This statement underscores the Group's dedication to long-term value creation for both MISC and its business partners, supported by supply chain practices that are environmentally responsible, socially just and ethically sound.

Sustainable supply chain elements are integrated throughout the procurement process, including incorporation into pre-appointment due diligence, supplier ratification of the Declaration of Integrity Pledge (DIP) during registration, ongoing supplier engagement, training and development initiatives and the application of MISC's CoBE for Third Parties across all contractual arrangements.

## SUPPLIERS DUE DILIGENCE

In line with its commitment to ethical and responsible business conduct, MISC requires all parties engaged to perform work or services for the Group, including contractors, subcontractors, consultants, agents, representatives and other third parties, to adhere to all applicable laws, the MISC Code of Business Ethics (CoBE) and all relevant policies, guidelines and manuals.

Accordingly, prior to the appointment of suppliers, MISC conducts appropriate third-party due diligence to understand the business profile and background of prospective suppliers, ensuring engagement with parties that share MISC's values and uphold comparable standards of integrity and ethical conduct.

During the supplier registration process, suppliers are required to sign the DIP, which affirms their commitment to comply with MISC's CoBE, ABC Manual, Human Rights Policy, Human Rights Commitment and Modern Slavery Policy and Procedures, as well as related standards and governance frameworks. The DIP also requires compliance with all applicable laws, rules, orders, decrees and regulations relating to:

- Anti-bribery and corruption
- Anti-trust and competition laws
- Export controls
- Economic sanctions
- Protection of personal privacy, including personal data
- Human rights
- Anti-money laundering
- Occupational health, safety and environment

## ESG CONTRACTUAL TERMS

MISC incorporates ESG-related contractual provisions across all contracts, including requirements for compliance with labour standards, human rights, the Code of Conduct and Business Ethics (CoBE) for Third Parties, as well as expectations relating to the management of health, safety and the environment.

MISC's ESG-related expectations of its suppliers are outlined as follows:

### i. Labour Standards and Human Rights

MISC's business practices are aligned with internationally recognised human rights principles, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights. All third parties acting on behalf of MISC are expected to uphold and adhere to these principles.

[Read more in the Respecting Human Rights at Sea and Shore section.](#)

### ii. Health, Safety and Environment

In addition to conducting business in a manner that respects and safeguards the environment, suppliers are required to comply with all applicable environmental laws and regulations. This includes implementing measures to monitor and reduce carbon emissions, optimise the use of energy and natural resources, and manage waste, emissions and discharges in a responsible and environmentally sound manner.

[Read more in the Environment Pillars and Strengthening Safety Culture sections.](#)

## SUPPLIER ESG SELF-ASSESSMENT PROGRAMME

The Supplier ESG Self-Assessment and Self-Assurance Programme is designed to engage critical suppliers and to monitor and report on their ESG performance. The programme seeks to guide suppliers in aligning their ESG practices with MISC's expectations, support continuous supplier development, and reinforce contractual ESG requirements.

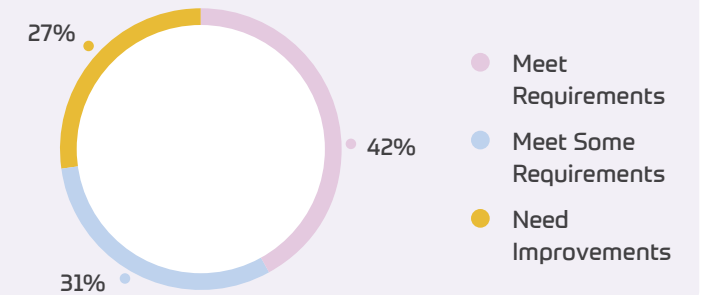
The criteria for identifying critical suppliers include procurement spending and ESG risk considerations. During the year under review, our critical suppliers make up 17% of the total MISC Group suppliers.

Over the period from 2022 to 2025, MISC assessed 255 suppliers through its supplier self-assessment exercise. Of critical suppliers assessed, 73% were found to either meet or partially meet the Group's ESG requirements.

The remaining 27% of critical suppliers were identified as having gaps requiring improvement. MISC will prioritise engagement with these suppliers by providing targeted guidance and capacity-building initiatives to enhance ESG compliance and drive broader improvements across the supply chain

# ADVANCING A SUSTAINABLE SUPPLY CHAIN

## SUPPLIER ESG SELF-ASSESSMENT PROGRAMME ANALYSIS (2022-2025)



The supplier assessment is an ongoing process, with MISC planning to progressively extend its implementation to the remaining critical suppliers in phases over the coming years.

In parallel, selected critical vendors have been enrolled as pilot participants in the PETRONAS Supplier Support Programme (PSSP) to support capability building and alignment with ESG expectations.

[Read more in the Respecting Human Rights at Sea and Shore section.](#)

## MHB Responsible Supply Chain Programme

In 2025, MHB strengthened sustainable supply chain practices through the Responsible Supply Chain Programme, engaging 35 critical vendors. These suppliers participated in four engagement sessions held between August and November 2025, which focused on communicating MHB's sustainability commitments, raising awareness of suppliers' GHG emissions as part of Scope 3, securing supplier support in refining the Scope 3 GHG inventory and promoting human rights awareness.

Following the sessions, critical suppliers were requested to complete a Supplier Self-Assessment Questionnaire to enable MHB to monitor ESG performance, as well as to provide updated GHG data to enhance the accuracy of the Scope 3 inventory. Insights derived from the programme are used to align supplier ESG practices with MHB's expectations, strengthen supplier development and drive continuous improvements in support of long-term sustainability objectives.



SECTION 4

# SUSTAINABILITY-RELATED FINANCIAL DISCLOSURES

|     |   |
|-----|---|
| 226 | Basis of Preparation                    |
| 230 | Overview of the Group and Value Chain   |
| 233 | Materiality Assessment                  |
| 236 | Sustainability Governance               |
| 240 | Climate-related Transition Plan         |
| 246 | Climate-related Risks and Opportunities |
| 266 | Climate Resilience                      |
| 274 | Bursa Malaysia Prescribed Table         |

# BASIS OF PREPARATION

# BASIS OF PREPARATION

**MISC Berhad's ("MISC" or the "Group") Sustainability-related Financial Disclosures covers material information about sustainability-related risks that could reasonably be expected to affect the entity's cash flows, its access to finance, or cost of capital over the short-, medium- and long-term. This includes information from MISC's own operations and information that arises or might arise in the context of the value chain.**

## COMPLIANCE WITH IFRS SUSTAINABILITY DISCLOSURE STANDARDS

The sustainability-related financial disclosures have been prepared in accordance with the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards (SDS) issued by the International Sustainability Standards Board (ISSB), in line with Bursa Malaysia's Main Market Listing Requirements (MMLR). Additional information required to be disclosed under the MMLR has been included in Independent Assurance section and Bursa Malaysia Prescribed Table section of this report.

Disclosure topics in the Sustainability Accounting Standards Board (SASB) standards have been referred to and considered when preparing this report. Refer to Materiality Assessment section for further information on how the SASB Standards disclosure topics have been considered in the materiality assessment process.

## FIRST-TIME ADOPTION OF IFRS SUSTAINABILITY DISCLOSURE STANDARDS AND TRANSITION RELIEFS

The Group is reporting under the IFRS SDS for the first time for the annual reporting period ended 31 December 2025. For this report, the following standards have been applied:

- IFRS S1 'General Requirements for Disclosure of Sustainability-related Financial Information' (IFRS S1)
- IFRS S2 'Climate-related Disclosures' (IFRS S2)

As of the reporting date, the ISSB has issued the 'Amendments to IFRS S2', which will be effective for annual reporting periods beginning on or after 1 January 2027, with earlier application permitted. The Group does not expect any material impact from the initial application of this amendment issued by the ISSB.

The IFRS SDS provide transition reliefs for disclosure of Climate-related Risks & Opportunities (CROs) only (climate-first approach) in the first annual reporting period in which an entity applies the standards. In addition, further transition relief is available in the form of Additional Transition Relief (ATR) provided by the NSRF, which exempts entities from the requirement to disclose comparative information on CROs in the first year of reporting. The Group has applied these transition reliefs in preparing this report.

Additional information required to be disclosed under the MMLR is included in the Appendices section of this report.

## RELATIONSHIP TO FINANCIAL STATEMENTS

This report should be read in conjunction with MISC Berhad's consolidated financial statements for the financial year ended 31 December 2025 ("Financial Statements"), which are prepared in accordance with Malaysian Financial Reporting Standards (MFRS), IFRS Accounting Standards and the requirements of the Companies Act 2016 in Malaysia.

This report covers the financial year ended 31 December 2025 and is aligned with the reporting period of the related consolidated financial statements.

The Group defines time horizons based on when the sustainability-related risks and opportunities (SROs) could reasonably be expected to occur. As of the end of the reporting period, the following time horizons were identified, which align with the timelines used for strategic decision-making:

- Short-term: 1 year
- Medium-term: 2 - 5 years
- Long-term: More than 5 years

The sustainability-related financial disclosures cover the same reporting entity as the related consolidated financial statements. The reporting entity comprises the parent company, MISC Berhad and its subsidiaries. In preparing these sustainability-related financial disclosures, the Group has assessed its own operations and its value chain, which includes, amongst others, the joint ventures and associates of the Group. Refer to Our Value Chain section for information on the value chain.

## REPORTING BOUNDARY

### REPORTING BOUNDARY (EXCLUDING GREENHOUSE GAS EMISSIONS)

The information presented in this report covers all entities, assets and operations included in the Group's 2025 financial statements. This includes the Group's business segments: Gas Assets & Solutions, Petroleum & Products, Offshore and Marine & Heavy Engineering. There were no changes to the Group structure during the reporting period.

The Group also has entities (including investments in associates and joint ventures), activities, resources and relationships that form part of its value chain. These have been considered in assessing the SRO of the Group. In the current reporting period, all metrics reported (except for greenhouse gas (GHG) emissions) relate to the Group's own operations.

### REPORTING BOUNDARY FOR GREENHOUSE GAS EMISSIONS

The Group measures its (GHG) emissions using the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) (the "GHG Protocol"), unless otherwise required by IFRS S2. The GHG Protocol Corporate Value Chain (Scope 3) Standard (2011) is applied to define the 15 Scope 3 categories for the purpose of disclosing Scope 3 GHG emissions. The Group's reporting boundary for GHG emissions comprises its organisational boundary and operational boundary, as outlined below.

#### 1. Organisational boundary:

The Group applies the financial control approach to determine its organisational boundary for GHG emissions reporting. In accordance with the GHG Protocol, the Group has assessed that it exercises financial control over subsidiaries, joint operations and leased assets included in its consolidated financial statements. This ensures alignment between the GHG reporting boundary and the presentation of assets and liabilities in the financial statements. The Group does not exercise financial control over investments in associates and joint ventures that are accounted for using the equity method.

#### 2. Operational boundary:

Direct GHG emissions from sources that are owned or controlled by businesses and operations within the Group's organisational boundary are reported as Scope 1 GHG emissions of the Group. GHG emissions from the generation of purchased electricity consumed by these businesses and operations are reported as Scope 2 GHG emissions of the Group. The Group's relevant portion of other indirect emissions arising from its activities is reported as the Group's Scope 3 GHG emissions.



## BASIS OF PREPARATION

### JUDGEMENTS AND MEASUREMENT UNCERTAINTIES

In preparing this report, MISC has exercised judgement in several areas, including the identification of SROs and the determination of material information for disclosure. The preparation of this report also requires the use of estimates and assumptions for certain information that cannot be measured directly. Estimates are applied where sustainability-related information relates to entities within the value chain, involves forward-looking information, or is subject to data limitations.

This section describes the most significant judgements applied by MISC in the preparation of this Sustainability-related Financial Disclosures, as well as those areas subject to a high degree of measurement uncertainty. Further details on the judgements exercised and the sources of estimation uncertainty are provided in the relevant note disclosures.

#### Significant Judgements

##### Materiality Process

MISC applied significant judgement to identify the SROs that could reasonably be expected to affect the Group's prospects, as well as the material information related to those risks and opportunities. The process followed by the Group in making the assessment of what information could reasonably impact the Group's prospects and influence decisions of investors, lenders and other creditors is set out in the Materiality Assessment section of this report.

##### Calculation Methodology for GHG Emissions

The Group has applied a combination of different calculation methods to calculate its Scope 3 GHG emissions. Judgement is applied in determining the calculation methods that are most appropriate for each category, depending on availability and quality of data, including supplier-specific data where available and of sufficient quality.



## BASIS OF PREPARATION

### Measurement Uncertainties

#### Climate-related Transition Risks

Decarbonisation efforts in the maritime sector continued to exhibit inconsistent progress, reflecting the absence of a unified global pathway amid evolving regulatory requirements across jurisdictions. These uncertainties primarily relate to the adoption of International Maritime Organization (IMO) regulations, particularly the proposed global fuel standard and associated economic measure under the IMO Net-Zero Framework. During the year, the IMO approved the draft Net-Zero Framework (NZF). However, the voting on the adoption of its mid-term measures including technical requirements such as the GHG Fuel Intensity (GFI) standard and market based measures (carbon tax), was deferred to October 2026, with the earliest possible entry into force anticipated in 2028.

The measurement of anticipated financial effects beyond the Group's currently approved and contracted newbuilds and vessel retrofits is subject to a high degree of measurement uncertainty in the medium and long term. In addition, the timing for the recovery of capital investments and operating costs related to efficiency retrofits, as well as the cost of equipping vessels with dual-fuel engines, are subject to commercial agreement with customers and are therefore highly dependent on the prevailing regulatory environment.

As a result, there is significant uncertainty regarding the anticipated pace of market transition towards lower-emission shipping solutions. This may, in turn, affect the Group's investment decisions, which are dependent on customer demand, as well as the technological and infrastructure readiness for alternative fuels. Consequently, the anticipated medium- and long-term financial effects of climate-related transition risks are subject to a wide range of potential outcomes.

In respect of the proposed carbon tax in Malaysia, the anticipated financial impact arising from potential indirect cost increases remains subject to significant measurement uncertainty, as the applicable carbon price and scope of taxation have yet to be announced by the Government.

#### Climate-related Physical Risks

There is significant uncertainty regarding the extent to which climate change, may affect the frequency and intensity of future extreme weather events in the regions which the Group operates in. These uncertainties arise from variability in climate projections, potential non-linear changes in weather behaviour resulting from shifting climate patterns and evolving climate conditions.

As a result, the measurement of anticipated financial effects arising from extreme weather events over the short-, medium- and long-term is subject to a high degree of measurement uncertainty and would not be reliable and decision useful at this juncture.

#### GHG-related Metrics

The Group measures its GHG emissions in accordance with the GHG Protocol unless otherwise stated as required by IFRS S2. The related disclosed metrics are subject to inherent measurement uncertainties arising from reliance on activity data and emission factors obtained from third parties. Where primary activity data and appropriate emission factors cannot be obtained on a timely basis or are incomplete, estimation is used. In addition, GHG quantification is subject to inherent uncertainty due to limitations in scientific knowledge used to determine emissions factors and the values needed to combine emissions of different greenhouse gases.

### INDEPENDENT ASSURANCE

In 2025, MISC obtained independent limited assurance on selected sustainability performance data including but not limited to Scope 1 and Scope 2 GHG emissions and GHG emissions intensity for the year ended December 31, 2025.

The assurance work was conducted over the course of several months from late 2025 through early 2026, in accordance with the International Standard on Sustainability Assurance 5000: General Requirement for Sustainability Assurance Engagements (Standard), issued by the International Auditing and Assurance Standards Board.

 Please refer to page 278 in the MISC Sustainability Report 2025 for the independent assurance statement.

# OVERVIEW OF THE GROUP AND VALUE CHAIN

## OVERVIEW OF THE GROUP AND VALUE CHAIN

### OVERVIEW OF THE GROUP

#### OUR KEY BUSINESS ACTIVITIES

MISC Group is a leading energy-related maritime solutions and services provider with a diversified portfolio spanning the offshore and shipping value chain. Its business operations are organised across four key segments, namely Gas Assets & Solutions, Petroleum & Products, Offshore and Marine & Heavy Engineering, complemented by ship management services through Marine Services and maritime education and training through Akademi Laut Malaysia (ALAM).

| Segment/Business Activity                | Description  | Geographical Location   |
|--|--|---|
| <b>Shipping</b>                          |  |   |
| <b>Gas Assets &amp; Solutions</b>        | Transportation of LNG and ethane, as well as asset-based solutions leveraging a modern, fuel-efficient fleet and new energy solutions, supporting the global energy transition.  | Global LNG trade routes, with a strong presence in Asia, the Middle East and Europe.                                    |
| <b>Petroleum &amp; Products</b>          | Operation of petroleum and product tankers, including Ship-to-Ship services, Dynamic Positioning Shuttle Tankers (DPSTs) and Modular Capture Vessels. We pioneer LNG, ethanol and ammonia dual-fuel and hybrid-electric vessels. | Global crude and products routes, including Atlantic Basin, North Sea, Brazil and Asia-Europe trades.                   |
| <b>Non-shipping</b>                      |  |   |
| <b>Offshore</b>                          | Ownership and operation of floating production systems providing integrated solutions from shallow to ultra deepwater field developments.  | Offshore fields in Brazil, Southeast Asia and other key deepwater basins.   |
| <b>Marine &amp; Heavy Engineering</b>    | Offshore construction, marine repair, upgrade and conversion, and asset integrity solutions as well as fabrication for carbon capture, offshore wind and green hydrogen facilities.  | Primarily Malaysia (Pasir Gudang and regional yards) serving clients across Southeast Asia and global offshore projects |
| <b>Others</b>                            |  |   |
| <b>Marine Services</b>                   | Integrated marine solutions across ship management, port and terminal operations, port engineering and maintenance, and marine assurance services, including capability building for future fuel solutions.                      | Global, supporting MISC's fleet and third party customers across major trading regions and terminals.                   |
| <b>Maritime Education &amp; Training</b> | Provision of maritime education, cadet training, simulator-based courses, maritime and offshore safety programmes, management training, research and consultancy based courses via ALAM.   | Malaysia-based academy serving domestic and international cadets and maritime professionals.                            |

#### OTHER ACTIVITIES

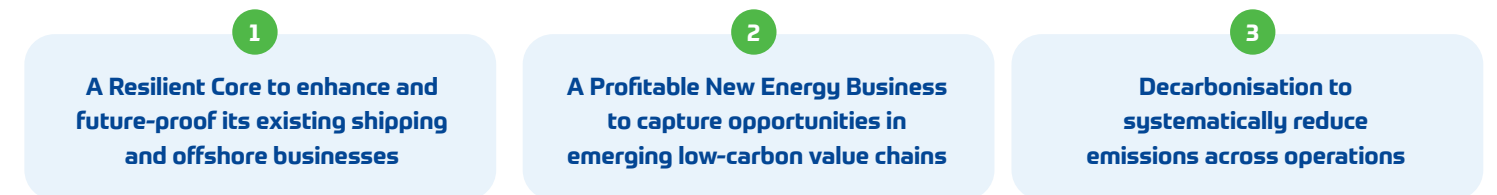
MISC's New Energy & Decarbonisation Division (NED) focuses on developing low-carbon and future fuel solutions that complement the Group's core shipping and offshore portfolio, including opportunities in carbon capture, offshore wind, hydrogen and future fuels to support the global energy transition.

As part of this agenda, we have advanced key projects, positioning MISC as a maritime solutions player in carbon capture and storage (CCS) and future fuels, strengthened collaborations with industry partners to bring innovative solutions to market and leveraged Group-wide expertise to deliver integrated solutions through strategic liquefied carbon dioxide (LCO<sub>2</sub>) value chain collaboration.

#### OUR STRATEGY AND SUSTAINABILITY-RELATED GOALS

MISC's overall strategy, which integrates sustainability considerations, is anchored in a long-term shift towards a low-carbon, resilient and profitable business model, guided by its MISC 2030 Ambition and MISC Commitment to Net Zero GHG Emissions by 2050. The Group positions itself to strengthen its role in global energy and maritime supply chains while progressively aligning with climate and sustainability-related expectations from regulators, customers and investors.

At the enterprise level, MISC's strategy is framed around three main pillars, which are:



These pillars are linked to the Group's capital allocation, risk management and project selection processes, ensuring that strategic decisions are evaluated not only on financial returns but also on climate resilience and long-term value creation.

At the heart of MISC's enterprise strategy is the MISC's sustainability strategy structured around four pillars, namely Financial, Environmental, Social, and Governance. The MISC's sustainability strategy is aligned with 11 priority SDGs, supported by 10 strategic priorities that cover its most material environmental, social and governance (ESG) themes. Under these pillars, the Group focuses on securing recurring and sustainable financial performance, reducing emissions and resource use, safeguarding biodiversity, strengthening health, safety and well-being, developing future-ready talent, contributing to communities and maintaining robust governance, ethics and compliance practices, including enhancing cybersecurity and promoting sustainable supply chain practices.

On climate action, MISC has set a goal to reduce GHG emissions intensity from its shipping operations by 50% by 2030 compared to a 2008 baseline. To achieve this, the Group is investing in more efficient vessels, operational optimisation, and partnerships that support the lower-emission shipping market.

Looking ahead, MISC has also set a net-zero target for 2050, covering both its operations and value chain. To move towards this target, the Group is advancing multiple decarbonisation levers, including LNG and ammonia dual-fuel vessels, exploration of alternative and future fuels, onboard carbon capture technologies, participation in CCS and new energy initiatives led by NED. The pace and scale of deployment of these solutions and initiatives will depend on technology readiness, fuel availability, regulatory developments and customer demand.

## OVERVIEW OF THE GROUP AND VALUE CHAIN

### OUR VALUE CHAIN

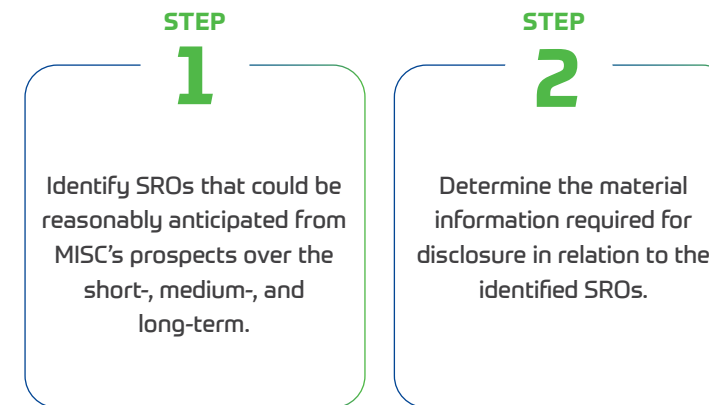
MISC relies on a diverse range of stakeholders across its global supply chain to support the transportation of oil and gas, the development of offshore floating solutions and the execution of marine repair and conversion activities for its broad customer base. These stakeholders include shipbuilders, key suppliers of raw materials and equipment, as well as end customers such as charterers, shipowners, ports and oilfield owners.

| Upstream   | Description   | Geographical Location  |
|--|---|--|
| <b>Shipyards/Shipbuilders</b>  | Shipbuilding companies for newbuild   | China, Korea   |
| <b>Equipment and Technology Suppliers</b>  | Equipment suppliers (tanks, valves, cargo handling)   | China, Australia, Malaysia, Singapore, the United States (US), Europe  |
| <b>Shipbrokers</b>   | Facilitate the chartering process between MISC and charterers   | Global   |
| <b>Engineering and Construction Firms</b>  | Partners or subcontractors in large-scale projects  | Global   |
| <b>Classification Societies</b>  | Verify vessel compliance with safety and environmental regulations  | Global   |
| <b>Suppliers of Goods and Services</b>   | Product and service providers such as cleaning, maintenance, crew, ship management, etc.  | Brazil, the US, Europe, Malaysia, Uruguay, Singapore, Philippines, India                                     |
| <b>Port Authorities</b>  | Manage port operations and infrastructure where MISC's vessels load and discharge cargo   | Global   |
| <b>Insurance Providers</b>   | Cover various risks associated with vessel operations and assets  | Global   |
| Downstream   |   |  |
| <b>Customers: Charterers/ Shippers/Traders</b>                                       | Oil and gas companies, trading houses and utilities that charter MISC's vessels to transport their products   | Global   |
| <b>Transportation and Distribution: Pipeline Operators Distributors/ Wholesalers</b> | Responsible for the safe and efficient operation and maintenance of pipelines that transport oil, natural gas and other petroleum products; transport oil and gas from terminals further inland | Global   |
| <b>Government/Regulatory Bodies</b>  | Set and enforce environmental, safety and operational regulations   | Malaysia, Singapore, the UK, Europe, the US, the Philippines, Japan, Brazil, India, Uruguay, the Middle East |

## MATERIALITY ASSESSMENT

This year marks MISC's first climate-related financial disclosures prepared in accordance with the IFRS SDS. As part of this process, a comprehensive materiality assessment was conducted to identify SROs that could reasonably be expected to influence MISC's business prospects, as well as identifying information on SROs that could influence decisions made by primary users of general purpose financial reports.

A two-step materiality process was conducted:



The Group finalised its materiality assessment, which includes the identification of SROs at the end of the 2025 reporting period. Any events or changes that occurred during the period were considered as part of the materiality determination process.

### STEP 1: IDENTIFICATION OF SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES

The Group adopted a systematic approach, drawing on multiple sources to identify SROs. The assessment considered the Group's own operations as well as its upstream and downstream value chains, as elaborated under the Overview of the Group and Value Chain section. The process is summarised below:

#### 1.1 UNDERSTANDING THE GROUP'S OPERATIONS, RESOURCES AND RELATIONSHIPS

Identification of risks and opportunities was grounded in an understanding of the Group's operations and value chain, as described in the Overview of the Group and Value Chain section of this report. The Group assessed whether critical resource inputs, key relationships and interdependencies across the value chain are exposed to sustainability-related risks or present opportunities that could affect cash flows, access to finance or cost of capital over the short-, medium- and long-term.

**a. Key locations:** MISC operates mainly in 11 countries, namely Malaysia, Singapore, the UK, Norway, the US, the Philippines, Japan, Brazil, India, Uruguay and the Netherlands. In Malaysia, the Group's operations comprise Gas Assets & Solutions, Marine Services, Offshore and Marine & Heavy Engineering, while the Petroleum & Products segments is primarily managed out of its headquarters in Singapore. In addition to these onshore locations, a significant portion of the Group's activities, i.e., shipping and offshore operations, takes place globally.

**b. Regulations:** MISC is subject to stringent regulatory requirements established by both local and regional such as the European Union and global authorities such as IMO.

**c. Key resources:** MISC's business activities are dependent on several resources, which include the following:

- raw materials for vessel construction, maintenance and upgrades and marine and heavy engineering services, including steel and aluminium
- plant and equipment supplies, such as onboard ship machinery and systems, shipbuilders, shipping fuels, port and terminal equipment and bunkering services
- financial capital (bank loans and other sources of financing to fund MISC's operations, including fleet, offshore floating facilities and yard investments, as well as working capital) own employees and employees of subcontractors
- own employees and subcontractors
- shipbuilders, subcontracting and joint ventures with third parties for its onshore and vessel operations
- commodities such as LNG, crude oil, petroleum and other energy commodities

**d. Strategic partnerships:** MISC's strategic partnerships are critical dependencies that underpin the Group's ability to innovate, operate efficiently and achieve its sustainability objectives. These relationships with joint venture partners, technology providers, research institutions and industry consortia facilitate access to expertise, resources and risks.

## MATERIALITY ASSESSMENT

**e. Customer demand for lower- and ultra-low emission vessels:** Customers increasingly expect shipping solutions that meet or exceed tightening environmental requirements. This creates opportunities for MISC to secure or retain long-term contracts and potentially benefit from premium charter rates for more efficient or lower- and ultra-low emission vessels, but also exposes the Group to the risk of reduced utilisation or pricing pressure if it does not transition its fleet in line with customer and regulatory expectations. MISC also recognises that broader geopolitical developments, particularly those impacting energy security and economic stability, can also influence the pace of climate transition and customer demand for lower-emission vessels. The Group will continuously monitor these global developments to inform our strategy and adapt our business model.

### 1.2 IDENTIFY RISKS AND OPPORTUNITIES

To build an understanding of the SROs that could affect our prospects, we examine our business model and value chain, relevant laws and regulations, resources and relationships, dependencies and impacts.

Our process to identify relevant SRO also took into consideration:

- MISC’s internal risk register alongside strategic business plans. This risk register provides a comprehensive catalogue of risks, categorised and rated according to their potential impact and likelihood, offering detailed insights into MISC’s current risk landscape and sustainability exposures
- Desktop review and benchmarking against internationally recognised ESG frameworks, standards and disclosures of selected industry peers
- Disclosure topics in the SASB Standards for Marine Transportation, Oil and Gas – Midstream sectors, Industrial Machinery & Goods and Oil and Gas - Services sectors
- Financial materiality analysis conducted as part of the double materiality assessment incorporating inputs from internal and external stakeholders, including Board of Directors (Board) and senior management to prioritise key SROs.

MISC conducted interviews with Board and senior management to validate initial findings and to capture nuanced perspectives on the risks and opportunities that could materially affect MISC’s value creation over varying time horizons. In parallel, stakeholder surveys were distributed to a broader range of participants, including investors, customers, regulators, employees, and suppliers, to confirm the relevance of sustainability topics, and prioritised them when views differed, based on how they could affect the Group’s long-term cash flows, financial position and value creation. MISC also consulted with an independent sustainability advisor as part of this process.

### 1.3 ASSESSMENT OF RISKS AND OPPORTUNITIES

Only SROs that could reasonably be expected to affect MISC’s cash flows, access to finance, or cost of capital are disclosed in this report. In making this assessment, MISC applied significant judgement and considered a combination of the following factors:

- the likelihood of the event occurring; and
- the magnitude of the potential impact on MISC’s financial prospects if the event did occur.

For SROs associated with uncertain future events, MISC considered a range of possible outcomes, informed by historical experience where relevant and by forward-looking analysis (including scenario analysis where available) and assessed the likelihood of each.

Based on the materiality process described above, we identified risks and opportunities that could reasonably be expected to affect MISC’s prospects. In line with the IFRS SDS, materiality was assessed using judgement, considering:

Qualitative and quantitative factors;

Possible future events with uncertain outcomes; and

Changes in circumstances and assumptions.

However, no definitive threshold was used as part of this assessment. Instead, the Group considered the combined effect of these factors in determining whether information about a particular risk or opportunity is material for disclosure.

### 1.4 MITIGATION ACTIONS AND PLANS

The SROs were assessed without taking into account prevention and mitigation actions which allowed MISC to understand the inherent exposure associated with its business model and value chain.

### 1.5 FINAL CONSOLIDATION AND APPROVAL OF RISKS AND OPPORTUNITIES

The determination of SROs requires judgement. The SROs identified for MISC were presented to the Board Sustainability & Risk Committee (BSRC) for endorsement and subsequently to the Board for approval. The risks and opportunities identified within the scope of sustainability reporting are summarised in Step 2: Identification of material information section.

## MATERIALITY ASSESSMENT

### STEP 2: IDENTIFICATION OF MATERIAL INFORMATION

Following the identification of SROs, the next step is to determine the material information to be disclosed in relation to each risk or opportunity. The Group assessed materiality within the context of its overall sustainability reporting, taking into account both qualitative and quantitative factors, and the judgements applied in identifying material information for SROs are reviewed at each reporting date. Building on this materiality assessment, the corresponding CROs are then identified as presented in the table below.

### CLIMATE-RELATED RISKS AND OPPORTUNITIES

| Material Sustainability Matters  | Risk*/ Opportunity Identified  | Summary of Management Approach  | Affected Component of the Reporting Boundary       |
|----------------------------------|--|---|--|
| Climate Change and GHG Emissions | Climate-related Transition Risk: Market transition towards a low-carbon economy  | <ul style="list-style-type: none"> <li>- Fleet rejuvenation with modern and efficient vessels</li> <li>- Future fuels: Exploring and adopting future fuels for bunker</li> <li>- Energy efficiency: Enhancing operational efficiency by optimising fleet operations and improving fuel efficiency</li> <li>- Abatement technology: Adopting emission reduction solutions, including energy saving technologies and onboard CCS</li> <li>- Invest in dual-fuel assets: Enhance fuel flexibility, reduce emissions and improve cost efficiency</li> <li>- Profitable new energy: Focus on LCO<sub>2</sub> carriers, offshore wind and future fuels value chains</li> <li>- Strategic partnership to monetise new solutions</li> </ul> | Risk identified for own operations and value chain |
|                                  | Climate-related Transition Risk: Regulatory compliance risk for GHG emissions    | <ul style="list-style-type: none"> <li>- Establish contractual terms with charterers to ensure recovery of regulatory compliance costs borne by MISC</li> <li>- Collaborative partnerships with charterers to fund and deploy decarbonisation solutions to reduce regulatory compliance costs</li> </ul>  | Risk identified for own operations and value chain |
|                                  | Climate-related Transition Risk: Low- and zero-carbon technology transition risk | <ul style="list-style-type: none"> <li>- Collaborative efforts with like-minded partners to deploy decarbonisation technologies and explore utilisation of lower-emissions fuels</li> <li>- Maintain strategic focus on new energy solutions opportunities such as LCO<sub>2</sub> carriers, offshore wind and CCS projects, recognising that while technologies are still in the early stages, these are critical for long-term growth and competitiveness</li> <li>- Reskilling and upskilling of the workforce, including building capabilities to address the needs for future fuels</li> </ul>   | Risk identified for own operations and value chain |
|                                  | Climate-related Physical Risk: Physical Climate Risk - Acute & Chronic           | <ul style="list-style-type: none"> <li>- Installation of real-time weather updates for safer navigation and exploration of alternative shipping routes to mitigate risks in climate-vulnerable regions</li> <li>- Current designs of vessels are able to withstand extreme weather</li> <li>- Incorporation of weather-related clauses in contracts to manage operational risks from extreme weather events</li> <li>- Preventive inspections and monitoring activities, such as sea level monitoring</li> </ul>  | Risk identified for own operations and value chain |

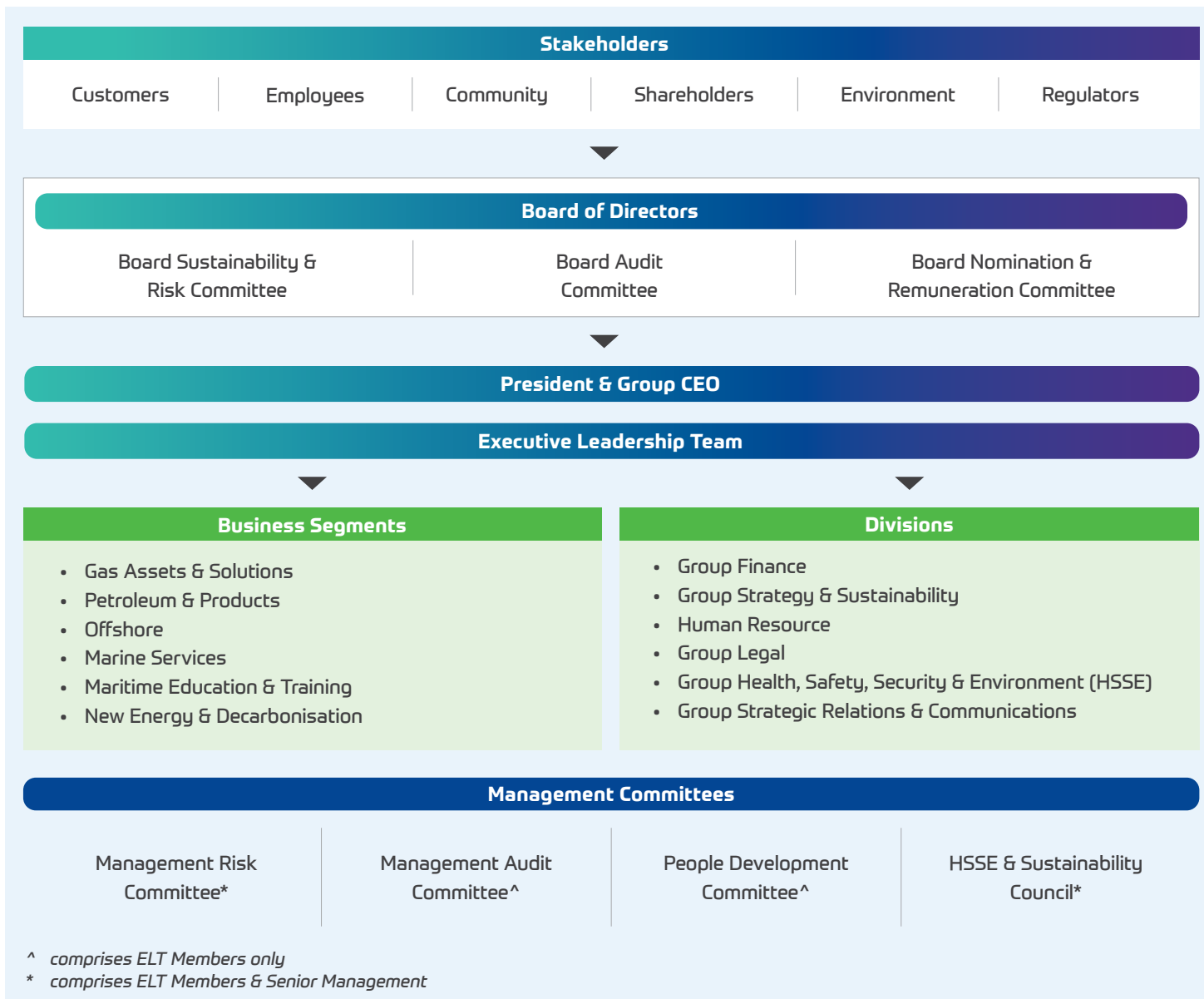
**Only CROs are disclosed as MISC has applied the “climate-first approach” transition relief provided under the IFRS SDS.**

\* The focus of this report is on CROs. For further details on broader risks, please refer to the Our Risks and Mitigation Strategies section of our Integrated Annual Report 2025

# SUSTAINABILITY GOVERNANCE

## SUSTAINABILITY GOVERNANCE

The Board of Directors (Board) holds ultimate responsibility for providing oversight on SROs, as well as approaches to manage them. In facilitating the Board in carrying out this role, the Board is supported by the BSRC and Management Committees.



### BOARD OVERSIGHT

#### Board of Directors

The Board has ultimate responsibility for setting MISC’s strategic direction on sustainability, including oversight of the Group’s SROs, including CROs. In discharging its responsibilities, the Board approves the allocation of resources required for the effective management and implementation of sustainability-related initiatives.

Sustainability considerations are integrated into the Group’s overall corporate strategy. In particular, the Board reviews and oversees SROs as part of its consideration of strategy, performance objectives and risk management processes and policies, including the extent to which these are designed to address SROs and align with MISC’s business model, long-term strategy, stakeholder expectations and the Group’s net-zero transition.

In exercising this oversight, the Board considers SROs alongside financial performance, capital allocation and risk-return trade-offs. This includes oversight of how decarbonisation investments, new energy initiatives and climate-related capital expenditures are balanced against balance sheet resilience, dividend sustainability and long-term shareholder value creation.

In making strategic decisions, including the evaluation of significant transactions, the Board also considers the potential impacts on the Group’s SROs and oversees the Group’s sustainability reporting and related disclosures.

The Board is supported by a dedicated Board-level committee, the Board Sustainability & Risk Committee (BSRC), in discharging its sustainability oversight responsibilities.

#### Board Sustainability & Risk Committee

The BSRC provides focused oversight of the implementation and monitoring of MISC’s sustainability strategy, ensuring alignment with the Group’s vision, strategic objectives and business priorities. This includes oversight of the frameworks and processes for managing SROs, including CROs. The Committee’s responsibilities encompass the identification, prioritisation and target-setting of sustainability matters, as well as periodic reviews of the Group’s performance and progress against established objectives.

The BSRC is composed of four (4) independent non-executive directors. During meetings, the BSRC reviews the Group’s sustainability performance, including sustainability metrics, targets and Key Performance Indicators (KPIs) as well as relevant external developments, emerging challenges and regulatory expectations. The BSRC reports its deliberations to the Board and makes appropriate recommendations on matters relating to risk management, sustainability, compliance and ethics, and governance.

The BSRC members have the relevant business experience and/or expertise relating to sustainability topics. To support the BSRC in overseeing SROs, the Committee has access to independent external sustainability expertise, where necessary, which may be engaged to provide specialist advice on sustainability initiatives, policies and practices.

The BSRC works closely with Management to establish sustainability-related targets that are aligned with the Group’s overall strategy and risk management framework. The BSRC ensures that sustainability-related financial and non-financial risks are reflected in business planning, investment decisions and risk management processes. This includes oversight of business plans, capital expenditures, acquisitions and divestitures for CROs.

The BSRC receives periodic updates on progress against climate-related metrics and targets. The Group’s performance are reviewed at least annually by the BSRC and the Board of Directors, in alignment with the Group’s balanced scorecard, planning and reporting cycle.

## SUSTAINABILITY GOVERNANCE

### BOARD OVERSIGHT

#### Board Audit Committee

The Board Audit Committee (BAC) reviews key ESG-related areas under its oversight as part of its governance responsibilities. The BAC receives periodic updates on whistleblowing and grievance cases to ensure transparency, accountability and timely resolution of reported concerns. The Committee also reviews the Group's GHSSE Audit and Assurance Bi-Annual Reports, with emphasis on assessing the effectiveness of the HSSE Management System across MISC Group's floating assets, operating entities, joint ventures and third-party service providers. In addition, the BAC evaluates the Statement of Directors' Responsibility and the Statement on Risk Management & Internal Control for inclusion in the Integrated Annual Report, supporting the integrity and robustness of the Group's overall internal control environment.

#### Board Nomination & Remuneration Committee

The Board Nomination & Remuneration Committee (BNRC) reviews ESG performance as part of MISC's balanced scorecard and remuneration framework. The BNRC also reviews the performance of the President & Group Chief Executive Officer (PGCEO), taking into account financial performance, strategic initiatives, operational effectiveness, health, safety, security, environment and sustainability, as well as people development.

Based on performance outcomes against the balanced scorecard, the BNRC makes appropriate recommendations to the Board for approval.

The BNRC ensures that the Board and Board Committees comprise of members with relevant experience and expertise, including sustainability and climate-related matters. As part of its oversight, the BNRC periodically reviews the Board's skills matrix to ensure the Board's expertise matches the Group's evolving risk profile, regulatory requirements and strategic priorities. The Board's skills matrix is progressively enhanced to include greater consideration of sustainability and climate-related expertise and is used in the review of Board and/or Board Committee composition and succession planning to guide targeted skills development, keeping pace with developing SROs. In addition to leveraging existing expertise, the Group strengthens capabilities through targeted training, briefings and in-depth sessions, including working with external experts, when needed.

 For more details on the Board's skills matrix, refer to Our Board at a Glance section in the MISC Integrated Annual Report 2025.

### MANAGEMENT COMMITTEES

#### Health, Safety, Security, Environment and Sustainability Council

The Board and its Committees are supported by the HSSE & Sustainability Council, a dedicated management-level committee chaired by the PGCEO. The Council comprises of the Executive Leadership Team members and Head of Group HSSE. The HSSE & Sustainability Council meets bi-monthly and serves as the Group's primary management authority on HSSE & Sustainability matters, including SROs.

The HSSE & Sustainability Council supports the BSRC in the strategic management of the Group's SROs. Its responsibilities include, but are not limited to:

- overseeing the materiality assessment process;
- developing and implementing sustainability strategies and policies;
- monitoring the day-to-day execution of sustainability-related actions and plans in alignment with the Group's strategy;
- recommending sustainability metrics and targets and reviewing performance against those targets; and
- overseeing the preparation and quality of sustainability-related disclosures.

#### Management Risk Committee

The Management Risk Committee (MRC) is a key delegated management-level committee responsible for implementing MISC's Enterprise Risk Management (ERM) framework across the Group. The MRC meets quarterly to review significant principal risks, including sustainability-related risks and to ensure that appropriate and comprehensive risk management and mitigation plans are in place. The Committee assesses the adequacy and effectiveness of existing controls and evaluates the robustness of mitigation strategies, thereby supporting Management's oversight of risk management practices.

In addition, the Project Risk Assessment Sub-Committee (PRASC) supports the MRC by providing focused oversight of risks associated with capital-intensive projects. Key risk matters reviewed by the MRC are escalated to the BSRC for further review prior to submission to the Board, ensuring effective governance, transparency and alignment across management and Board-level oversight.

## SUSTAINABILITY GOVERNANCE

### MANAGEMENT COMMITTEES

#### People Development Committee

The People Development Committee (PDC), composed of MISC's ELT, is responsible for assessing talent performance and overseeing career development programmes, succession planning, competency assessments and other key initiatives aimed at strengthening workforce capability.

#### Management Audit Committee

The Management Audit Committee (MAC) serves as a management-level oversight platform that supports the MISC Group (excluding MHB)'s governance and internal control framework through the review of internal audit plans and reports, and the monitoring of agreed corrective actions.

### IMPACT OF SUSTAINABILITY ON REMUNERATION POLICIES

The BNRC is responsible for developing and overseeing the implementation of the remuneration framework for Directors, Senior Management and employees of MISC. Achieving the Group's sustainability-related targets requires a collective effort across all entities, operations and individuals within the Group.

Sustainability-related targets are cascaded to individual entities and operations based on the nature of their activities, with the Executive Leadership Team (ELT) accountable for achieving these targets, which represent up to 30% of the overall scorecard at the entity or operational level. The ELT balanced scorecard incorporates sustainability-related targets for all roles, while climate-related targets, representing up to 4% of the overall scorecard, are included for key ELT roles to reinforce accountability for advancing the Group's decarbonisation agenda. Performance against the targets is assessed through the annual performance review and directly influences remuneration outcomes.

### RISK MANAGEMENT

The processes and policies for identifying and assessing sustainability-related risks, including climate-related risks, are described in the Materiality Assessment section of this report. The risk assessment process incorporates both qualitative and quantitative considerations and evaluates the nature, likelihood and potential magnitude of identified risks.

SROs are identified through the Group's materiality assessment, which are then consolidated alongside other principal risks within the ERM. Following identification, a structured process is applied to prioritise, manage and monitor these SROs. The BSRC has oversight of the Group's sustainability-related risks, which are integrated into the Group's ERM framework and reports on these matters to the Board.

The prioritisation of principal risks is led by the BSRC, with support from the MRC. Risks are prioritised based on severity and likelihood, taking into account potential financial impacts, operational disruptions and regulatory developments. The prioritised risks are reviewed and approved by the Board. With respect to sustainability-related opportunities, the HSSE & Sustainability Council is responsible for identifying, assessing and reporting such opportunities and works with the Board to ensure they are prioritised alongside other strategic opportunities of the Group.

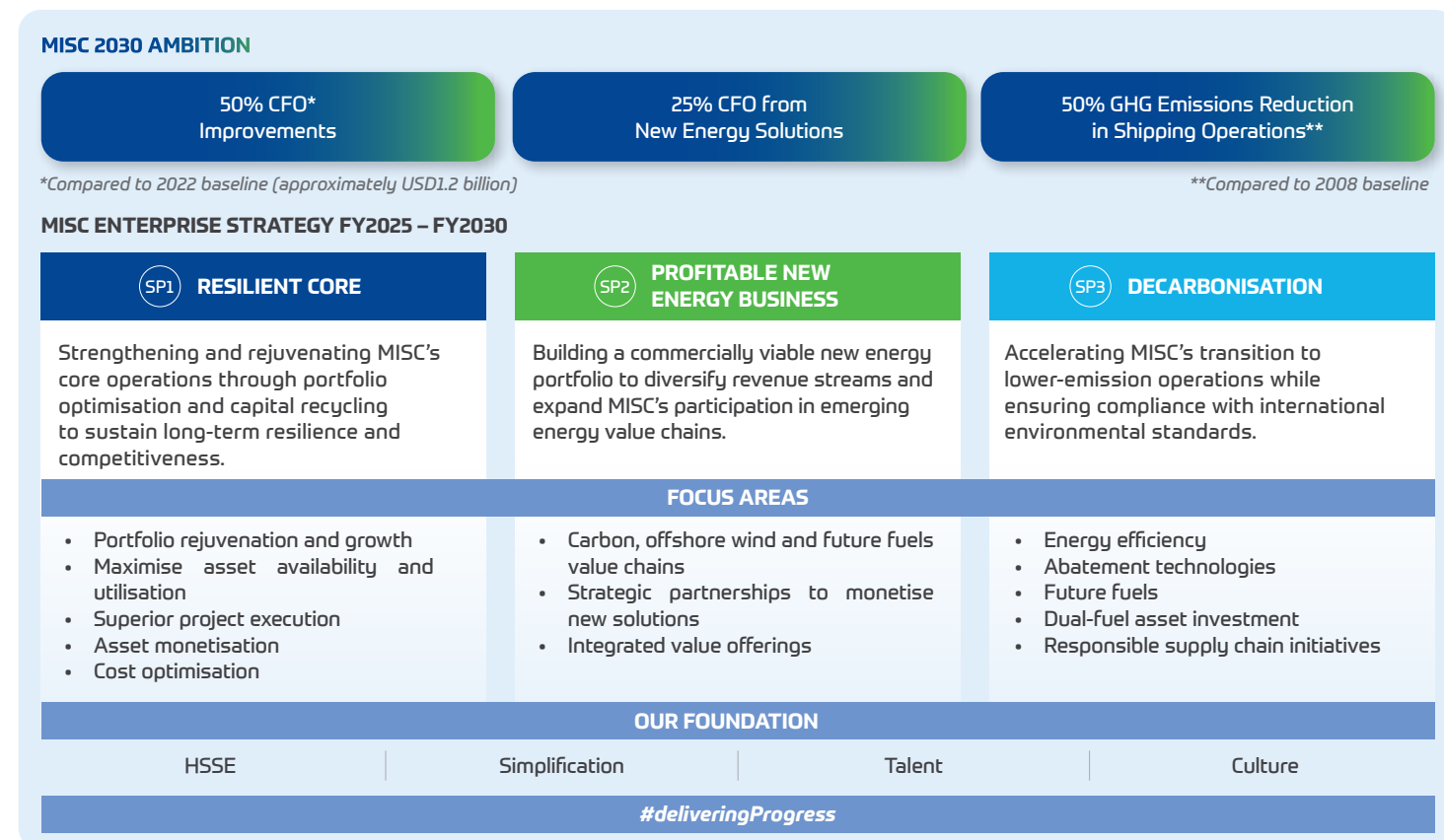
SROs are monitored against defined metrics and targets, with accountability assigned to the ELT members. Performance against these metrics and targets is reported regularly to the HSSE & Sustainability Council and subsequently to the BSRC for oversight.

# CLIMATE-RELATED TRANSITION PLAN

As part of realising our MISC 2030 Ambition towards net-zero and capturing opportunities in the renewable value chain, the Group has established the MISC Enterprise Strategy FY2025 - FY2030 anchored on three pillars.

The Resilient Core pillar provides a strong, cash-generating foundation delivering long-term earnings visibility and stable returns that enable us to protect, grow and fund the next phase of transformation. The other two pillars on Profitable New Energy Business and Decarbonisation serve as our climate-related transition plan, positioning the Group to effectively address market demand risks and capture new opportunities arising from a shift to a low-carbon economy.

Execution of the climate-related transition plan, through the MISC Enterprise Strategy, is driven across all business units and corporate enablers, reinforced by key performance indicators, and serves to sharpen focus on the Group's new energy businesses alongside its decarbonisation objectives.



# CLIMATE-RELATED TRANSITION PLAN

## PROFITABLE NEW ENERGY BUSINESS

The Profitable New Energy Business pillar underscores our commitment to diversifying into emerging energy sectors to ensure MISC remains future ready and financially resilient. By 2030, the Group aims for new energy solutions to contribute 25% of total cash flow from operations, marking a step change in the composition of our earnings base relative to 2022.

Our strategy focuses on establishing a strong presence across the carbon, offshore wind and future fuels value chains, positioning MISC as a key maritime solutions provider in CCS, offshore wind services and future fuels. In 2025, we established the Jules Nautica JV with MOL and PETRONAS as a dedicated platform to develop and own LCO<sub>2</sub> carriers supporting CCS transportation. Recently, we secured a long-term TCP for one LCO<sub>2</sub> carrier with Northern Lights JV DA through a partnership with K Line.

We continue to build strategic partnerships with industry leaders, technology innovators and regulatory bodies to accelerate the commercialisation of new solutions, while leveraging the collective expertise across the Group to deliver integrated, end to end value offerings for our customers.

## DECARBONISATION

Decarbonisation is central to MISC's commitment to meeting environmental goals and complying with evolving industry regulations. The 2023 IMO GHG Strategy sets out commitments to reduce total annual GHG emissions from international shipping, with an ambition of 30% by 2030 compared to 2008 levels, and to achieve net-zero GHG emissions by 2050. In alignment with these global objectives, MISC has defined its own medium- and long-term decarbonisation targets, which are to reduce shipping operation's GHG emissions intensity by 50% by 2030 (compared with 2008 baseline) and achieve net-zero GHG emissions by 2050.

This will be achieved through the Group's decarbonisation roadmap which includes fleet rejuvenation with modern and efficient vessels, alongside a series of emissions reduction initiatives such as operational efficiency, retrofit technologies, and use of alternative and future fuels.

The Group recognises that the successful implementation of its decarbonisation roadmap depends on market development, customer demand, external collaboration, technological innovation and regulatory developments. Our decarbonisation roadmap prioritises direct emissions reductions and for any residual emissions that cannot be eliminated through operational reductions, we will consider the use of high-quality GHG removal solutions.

MISC reviews its decarbonisation targets yearly to ensure alignment with evolving IMO guidance and industry best practices. Interim reviews may be conducted in response to significant changes in operational scope or target-setting methodology. Where material adjustments arise, targets will be recalculated and revalidated, and the rationale and impact of any changes are disclosed. For the current reporting period, no revisions to established targets were required.

MISC's decarbonisation targets are currently not validated because SBTi does not accept commitments or validate climate targets for companies operating in the oil, gas and fossil fuel sectors under its Interim Policy on Fossil Fuel Companies. However, MISC continues to closely monitor these developments and remains committed to aligning our GHG emissions reduction targets with the SBTi framework.

## CLIMATE-RELATED TRANSITION PLAN

### GHG EMISSIONS PERFORMANCE

MISC achieved a 36% reduction in its shipping fleet GHG emissions intensity in 2025, up from a 32% reduction in 2024, compared to its 2008 baseline. The Group expects a continued, steady decline in GHG emissions between 2026 and 2027, driven by ongoing fleet rejuvenation, fleet optimisation and energy-efficiency improvements across the existing fleet.

The table below summarises, for the Group and other investees, total GHG emissions for the year 2025.

| Metric tonnes of CO <sub>2</sub> equivalent (tCO <sub>2</sub> e) | FY2025           |
|--|------------------|
| <b>Scope 1</b>   |                  |
| - The consolidated accounting group                              | 3,235,780        |
| - Other investees within the organisational boundary             | 666              |
| <b>Total Scope 1</b>   | <b>3,236,446</b> |
| <b>Scope 2 (location-based)</b>                                  |                  |
| - The consolidated accounting group                              | 45,783           |
| - Other investees within the organisational boundary             |                  |
| <b>Total Scope 2</b>   | <b>45,783</b>    |
| <b>Scope 3</b>   |                  |
| Category 1 – Purchased goods and services                        | 76,218           |
| Category 3 – Fuel and energy-related activities                  | 896,851          |
| Category 8 – Upstream leased assets                              | 113,279          |
| Category 13 – Downstream leased assets                           | 1,600,540        |
| Category 15 – Investments  | 34,201           |
| <b>Total Scope 3</b>   | <b>2,721,090</b> |
| <b>Total Scope 1, Scope 2 and Scope 3</b>                        | <b>6,003,319</b> |

### Contractual instruments

MISC reports Scope 2 GHG emissions using the location-based method. While these reported figures do not incorporate contractual instruments, the Group purchased and retired 8,952 MWh of hydro-based Renewable Energy Certificates (RECs) during the reporting period as part of our broader renewable energy commitment. The use of RECs reflects MISC's ongoing efforts to support the energy transition, and the Group continues to assess the potential adoption of market-based reporting in future disclosure cycles to provide more comprehensive visibility of our renewable electricity procurement.

## CLIMATE-RELATED TRANSITION PLAN

### GHG EMISSIONS REDUCTION TARGETS AND PROGRESS

| Targets*   | Unit                      | Baseline (year 2008) | FY2023    | FY2024    | FY2025    |
|--|---------------------------|----------------------|-----------|-----------|-----------|
| <b>Medium-term:</b><br>50% Reduction in GHG emissions Intensity (for Shipping Operations) by 2030 (2008 base year) | gCO <sub>2</sub> e/ton-nm | 7.65                 | 5.95      | 5.25      | 4.86      |
| <b>Long-term:</b><br>Net-Zero GHG Emissions by 2050 (Scope 1, 2 and 3)   | tonnes CO <sub>2</sub> e  | N/A                  | 6,506,197 | 6,000,756 | 6,003,319 |

\* The medium-term target is based on the gross GHG emissions intensity for shipping operations while the long-term target is based on the net GHG emissions after utilising high quality carbon credits to offset residual GHG emissions that cannot be eliminated through direct abatement measures

In 2025, the shipping fleet achieved a 7% improvement in GHG emissions intensity compared to 2024, and a cumulative reduction of 36% relative to the 2008 baseline. MISC Group's total GHG emissions profile across FY2023–FY2025 continued to demonstrate a downward trend. These improvements were driven by fleet-wide energy efficiency enhancements, fleet optimisation measures and the progressive rejuvenation of the fleet.

### Methodology, Inputs and Assumptions

#### 1. Scope

We adopt the GHG Protocol Corporate Standard's financial control approach for our GHG emissions (Scope 1 and 2) accounting which includes assets owned or leased where MISC has financial control with the exclusion of the following assets and operations:

- Downstream leased assets which are owned by MISC but leased out to other parties
- Assets where MISC has minority equity ownership and no control
- Upstream leased assets where MISC has no control
- Short-term leases with a lease term of 6 months or less

The above-listed assets from our operations are included in our Scope 3 GHG emissions (where material). The following gases are included in our GHG accounting:

Carbon Dioxide (CO<sub>2</sub>)

Methane (CH<sub>4</sub>)

Nitrous Oxide (N<sub>2</sub>O)

#### 2. Consolidation

Emissions from the assets and facilities where MISC has financial control are accounted as MISC's Scope 1 and 2 emissions in full (100% of the emissions), except for joint venture (JV) assets. JV assets where MISC has joint financial control over the operations are accounted as Scope 1 or 2, with emissions apportioned according to MISC's ownership share of the venture. JVs in which MISC does not have financial control are excluded.

Scope 3 emissions included in this report are emissions assessed as material for MISC in accordance with the following definition:

1

**Material categories are those that, individually or in aggregate, account for approximately two-thirds of the total Group's Scope 3 emissions**

2

**Operational emissions from assets not accounted as Scope 1 and 2 of which fall under the following Scope 3 categories:**

- Leased vessels where MISC has no financial control
- Vessels owned by MISC but leased out to other parties and MISC has no financial control; and
- Vessels which MISC has equity ownership but not accounted in Scope 1 and 2

The following Scope 3 categories are identified as material to MISC based on the updated materiality assessment:

- Category 1: Purchased goods and services from our Marine & Heavy Engineering segment
- Category 3: Fuel-and Energy-Related Activities
- Category 8: In-chartered vessels where MISC is the commercial operator only (neither the vessel owner nor have technical control)
- Category 13: Offshore assets which are leased out to customers for offshore oil and gas extraction
- Category 15: Vessels which are jointly owned by MISC and other parties, where we have equity ownership but do not have control

## CLIMATE-RELATED TRANSITION PLAN

Scope 3 categories 2, 4, 5, 6 and 7 are relevant but does not meet the materiality threshold and definition adopted by MISC. Categories related to product and franchise (Category 9-12 and Category 14) are assessed as not relevant for our business.

 For more details, please refer to the Performance Data table in the Sustainability Report 2025.

### 3. GHG Emissions (Scope 1 and 2) Calculations

The methodology MISC has adopted for the quantification of GHG emissions is through the application of documented emission factors. GHG emissions from our marine combustion sources are calculated in accordance with the IMO guidelines and uses emission factors as published by IMO. Two primary references are used namely the Fourth IMO GHG Study 2020 and the Guidelines for Voluntary Use of the Ship Energy Efficiency Operational Indicator. Methane and ethane emissions from our LNG dual-fuel engines are calculated using the corresponding engine specific methane and ethane slip levels.

Methane emissions from all other vessels (non dual-fuel engine) and nitrous oxide emissions are calculated using emission factors published in the Fourth IMO GHG Study 2020. For non-marine sources, our primary scheme used is the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National GHG Inventories. Emission factors from the UK Department for Environment, Food & Rural Affairs (DEFRA) and the US Environmental Protection Agency (EPA) are used where specific elements are not available in the IPCC guidelines.

Scope 2 emissions are calculated using grid-average emission factors of the electricity consumed during the reporting year (location-based method).

### 4. Scope 3 Emissions Calculations

MISC has applied significant judgement in calculating Scope 3 emissions. For details, please refer to the Significant Judgements section.

| Category   | Calculation Method   |
|--|--|
| <b>Category 1</b><br>(Purchased goods and services from our Marine & Heavy Engineering segment)  | The spend-based method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, with industry-average emission factors from the US EPA Supply Chain applied to the economic value of the goods and services.   |
| <b>Category 3</b><br>(Fuel and Energy-Related Activities)  | The average-data method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, with industry-average emission factors from the UK Department for DEFRA applied to the actual fuel and energy consumption data.   |
| <b>Category 8</b><br>(In-chartered vessels where MISC is the commercial operator only (neither the vessel owner nor have technical control)) | The asset-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where the GHG emissions are provided by the ship operator of each leased asset based on actual fuel consumption.  |
| <b>Category 13</b><br>(Our offshore assets which are leased out to customers for offshore oil and gas extraction)                            | The asset-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where asset-specific fuel consumption data are collected from individual assets and fuel-specific emission factors, which is mostly taken from American Petroleum Institute (API) Compendium are used to compute the emissions. For assets where actual fuel consumption data is not available, the emissions were estimated using design figure. |
| <b>Category 15</b><br>(Vessels which are jointly owned by MISC and other parties, where we have equity ownership but do not have control)    | The investment-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where GHG emissions of the jointly owned assets are collected from our associated/affiliated companies and the emissions are accounted based on the share of investment.   |

## CLIMATE-RELATED TRANSITION PLAN

### KEY DEPENDENCIES AND AREA OF UNCERTAINTIES

In October 2025, IMO postponed discussions to formally adopt the Net-Zero Framework, specifically the proposed global fuel standard and the associated economic measure, until late 2026, with the earliest possible entry into force anticipated in 2028.

This delay, coupled with the absence of a definitive global carbon price and clear technical standards for fuel intensity, creates uncertainty regarding the commercial viability and accelerated adoption of lower- and ultra-low emission vessels in the medium-term (2027–2030). Without a clear regulatory landscape, the scaling of alternative and future fuel supply chains may decelerate, risking the availability or cost-effectiveness of such fuels for our fleet, impacting our interim 2030 emission reduction targets.

Our decarbonisation pathway hinges on several key assumptions and dependencies:

#### Low-carbon solutions ecosystem

The transition assumes that decarbonisation technologies (e.g., ammonia dual-fuel systems and carbon capture solutions) achieve commercial viability and scalability. This is intrinsically linked to the parallel development of essential infrastructure for alternative and future fuels production, bunkering and supply, ensuring such fuels are available at scale and at commercially viable prices.

#### Market acceptance

Investments in decarbonisation are predicated on sustained market demand for lower- and ultra-low emission vessels and the realisation of associated incentives, such as decarbonisation premiums which may only be fully realised from 2030 onwards based on market development

#### Regulatory certainty

Timely enforcement of global carbon pricing mechanisms, including the IMO Net-Zero Framework, is necessary to support informed investment decisions and the long-term viability of lower- and ultra-low emission vessels.

#### Asset lifecycle alignment

Our strategy assumes ultra-low emission vessels will become commercially available by 2030, aligning with newbuild lifespans to facilitate a full fleet transition by 2050.

#### Customer and industry collaboration

We rely on active engagement and collaboration with customers and industry partners to effectively develop and deploy lower-emission solutions.

In light of these factors and ongoing regulatory uncertainty, MISC regularly reviews its decarbonisation roadmap, specifically the timing and quantum of capital expenditure. This includes adopting a more cautious approach to Final Investment Decisions (FID) for lower- and ultra-low emission vessels and retrofits. We also continue engagement with strategic partners, responding to customer demand and their willingness to pay voluntary decarbonisation premiums in the absence of a mandatory carbon levy.

### USE OF INTERNAL CARBON PRICING

MISC employs an Internal Carbon Price (ICP) as a strategic tool to manage climate-related transition risks, guide strategic planning and support investment decision-making. The ICP represents the anticipated future cost carbon per tonne of CO<sub>2e</sub> and is used as a shadow price to assess financial impacts of new investments. The ICP for 2025 is set at USD 60/tonne CO<sub>2e</sub>.

The ICP is reviewed and updated annually. This process considers evolving regulatory developments, including existing and potential carbon pricing mechanisms and compliance markets (e.g., EU Emissions Trading System (EU ETS), FuelEU Maritime and IMO Net-Zero Framework), alongside market dynamics, national policy targets and MISC's long-term sustainability objectives. The annual internal carbon price is approved by the ELT.

# CLIMATE-RELATED RISKS AND OPPORTUNITIES

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### CLIMATE-RELATED TRANSITION RISK: MARKET TRANSITION TOWARDS LOW-CARBON ECONOMY

#### DESCRIPTION

MISC operates within the global energy shipping sector amid a market transition towards a low-carbon economy. While fossil fuels are expected to remain a significant component of the global energy mix in the near to medium-term, industry projections indicate that oil demand is likely to peak in the early 2030s before declining towards mid-century.

This transition, driven by increasingly stringent international decarbonisation policies and legislations and evolving customer requirements for lower-emission shipping solutions, is reshaping cargo profiles, fuel choices and vessel specifications across the maritime industry. These developments present material risks, including shifts in demand and potential asset obsolescence. However, this transition also offers strategic opportunities such as the adoption of decarbonisation solutions, fleet rejuvenation and modernisation and the participation in emerging energy value chains including transportation of new fuels.

Transitioning to a low-carbon economy may require changes in existing business models, accompanied by increased capital investment, increased employee upskilling costs and expanded research and development (R&D) efforts.

#### EFFECTS ON BUSINESS MODEL AND VALUE CHAIN

The change in market demand is expected to impact the Group's operations and value chain. We assess that all, i.e., 100% of MISC's business activities, are vulnerable to climate-related transition risks due to the Group's involvement in the oil and gas sector. Under our Profitable New Energy Business pillar, we have generated a current year revenue of RM720.7 million, 6.5% of the Group's total revenue, from transition-aligned activities i.e., provision of Engineering, Procurement, Construction, Installation, and Commissioning (EPCIC) services for offshore wind farm and CCS projects.

#### Downstream

Global oil demand is expected to peak in the early 2030s, supporting near-term utilisation of conventional carriers, while sustained natural gas consumption continues to reinforce the role of LNG shipping as part of the transition. At the same time, rising expectations for lower-emission shipping and growth of new energy businesses require MISC to enhance vessel efficiency while building the capabilities needed to participate in new energy markets.

Without timely adaptation, the Group may face constraints in optimising traditional petroleum-focused revenue streams and in capturing opportunities across lower-emission and new energy segments.

#### Operations

For MISC's operations, the transition requires progressive fleet rejuvenation, including investments in dual-fuel vessels, adoption of emissions reduction initiatives, and the development of capabilities to handle new energy segments such as CCS, offshore wind, and transportation of LCO<sub>2</sub> and ammonia.

This transition increases capital and operational complexity, exposing MISC to technology and cost risks. Fuel availability and cost uncertainties remain as material risks for lower-emission shipping, especially if regulations or incentives evolve more slowly than anticipated. Entering new energy markets also exposes MISC to execution and commercial risks that may affect project delivery, competitiveness and profitability if critical capabilities are not built and commercially viable terms are not secured.

#### Upstream

Driven by this transition, MISC is likely to become increasingly dependent on shipyards, engine manufacturers, equipment and technology providers, and engineering and construction firms capable of delivering lower-emission and new energy solutions.

This reliance on a smaller pool of technically capable partners introduces counterparty, execution, and pricing risks, as well as potential capacity bottlenecks. Establishing long-term strategic partnerships that are aligned with its strategy will therefore be critical for MISC to secure access to essential technologies, capabilities, and alternative and future fuels.

#### EFFECTS ON STRATEGY AND DECISION MAKING

To address the risks and capture the opportunities arising from the transition towards a low-carbon economy, MISC has developed a climate-related transition plan focused on decarbonising its operations through rejuvenation, and emissions reduction initiatives, alongside expanding into profitable new energy businesses in the short to medium term.

Over the long term, MISC will continue advancing its decarbonisation pathway towards achieving net-zero GHG emissions by 2050 and pursuing opportunities across the renewable energy value chain in line with the longer-term MISC 2050 vision.

#### Decarbonisation: Fleet Rejuvenation

As part of our climate-related transition plan, we aim to progressively renew our fleet with high-efficiency new vessels, including dual-fuel vessels capable of operating on lower-emissions fuel such as LNG, ethanol and ammonia.

#### Replacement of Steam Turbine LNG Carriers

We are progressively transitioning our fleet from ageing steam-turbine LNG carriers to modern, energy-efficient vessels equipped with advanced propulsion and emissions reduction technologies.

While steam-turbine propulsion has historically been reliable, it is significantly less efficient than today's dual-fuel and low-speed engine systems. These legacy vessels typically consume more fuel and exhibit higher carbon intensity, making continued operation increasingly challenging amid tightening regulatory requirements and evolving market expectations.

To support the transition to a lower-emission fleet, MISC has initiated a structured fleet rejuvenation programme, which includes the phased retirement of 13 steam-turbine LNG carriers starting in FY2022. Concurrently, newer, more efficient LNG carriers are being introduced. Key milestones in this programme include:

*Seri Damai* and *Seri Daya*, feature X-DF propulsion systems that provide superior energy efficiency.

Seven consortium-owned LNG carriers to QatarEnergy, including two fully operated by MISC, delivered in 2025, incorporating enhanced engine performance and reduced emissions.

#### Ammonia Propulsion Marine Vessel

In September 2025, MISC and Samsung Heavy Industries (SHI) received Approval in Principle (AiP) from Bureau Veritas Marine & Offshore (BV) for the pioneering design of the world's first ammonia-fuelled LR2 tanker powered by Proton Exchange Membrane Fuel Cell (PEMFC) technology. The AiP affirms the technical feasibility of the concept and its initial conformity with relevant rules, industry codes and standards.

The AiP was granted under a strategic Joint Development Project involving MISC, SHI and BV. The collaboration focuses on the design and development of a large-scale commercial vessel that incorporates PEMFC technology developed by Vinssen, integrated with an Ammonia Cracking System engineered by Pania Co. Ltd. This advanced vessel concept is designed to deliver full-scale power for propulsion, cargo operations and onboard energy requirements, significantly extending the application of such technologies beyond their previous use in small vessels or as auxiliary power sources.

In addition, through a collaboration agreement between AET, ALAM and WinGD, we are strengthening the training and competency to ensure the safe operations of vessels equipped with ammonia dual-fuel engines and other emerging maritime technologies. In 2025, a total of 74 crew members completed the Ammonia Basic Training programme at ALAM.

#### Methane Monitoring

To address methane slip in our LNG dual-fuel vessels and enhance the accuracy of vessel emissions monitoring, we made a strategic investment in Daphne Technology (Daphne) in 2021. Through this investment and partnership with Daphne, we have successfully installed "PureMetrics" technology by Daphne on four AET vessels. This innovative solution enables the capture of precise emissions data from our LNG dual-fuel vessels, allowing us to assess methane slip levels and other emissions performance metrics. By leveraging these insights, we aim to optimise vessel operations and continue advancing our shipping decarbonisation efforts. In 2025, we continued the testing and calibration of the solution on AET vessels.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### Dual-fuel Vessels

With the signing of two newbuild LNG dual-fuel Suezmax tankers in 2025, AET will have dual-fuel capability in all the tanker sectors it operates in – Aframax, DPSTs, Suezmaxes and Very Large Crude Carriers (VLCCs). In 2026, AET also signed a newbuild contract for its first hybrid-electric ethanol-ready dual-fuel DPST in addition to three existing ammonia dual-fuel tankers to be delivered from 2028 further strengthening transition-ready fleet capabilities.

The Group will continue to invest in LNG and ammonia dual-fuel vessels, while also evaluating the potential deployment of ethanol dual-fuel vessels.

### Decarbonisation: Emissions Reduction Initiatives

As part of our near-term measures to reduce GHG emissions, we are implementing a range of emissions reduction initiatives across our existing fleet to improve emissions intensity performance to comply with the IMO regulatory requirements. These measures include:

#### 1 Operational Efficiency

- Hull and Hydrodynamic Efficiency:** Enhance hull efficiency and improve hydrodynamic performance through regular hull cleaning, propeller polishing and application of advanced hull coatings to reduce biofouling.
- Fleet Optimisation:** Enhance vessel performance through initiatives such as improving vessel deployment and operating speeds, balancing STS and long-haul routes, practising Just-in-Time arrival and utilising weather routing software.
- Energy Efficiency in LNG Carrier Operations:** Improve energy efficiency for LNG carriers by maximising 100% gas-burning operations using boil-off gas and reducing fuel consumption through single-boiler operation during long idle periods.
- Fuel Performance Enhancement:** Enhance fuel efficiency and improve combustion performance through the integration of advanced fuel additives and use of a fuel optimisation software for the petroleum fleet.
- Fleet Digitalisation:** Pilot deployment of an advanced high-frequency data acquisition and analytics platform to enable real-time vessel performance monitoring and data-driven operational decision-making that optimises efficiency and reduces emissions.
- Stakeholder Engagement:** Implement collaborative awareness and engagement programmes with charterers and internal teams to support fuel optimisation, effective voyage planning and speed management, including maximising the use of boil-off gas.

Computational Fluid Dynamics (CFD) studies are fundamental in assessing and identifying suitable energy-efficiency enhancements for our vessels. MISC engaged with DNV to conduct a CFD study, where a range of technologies has been identified for implementation, together with projected fuel consumption savings. These enhancements will be progressively installed across the fleet, reinforcing our commitment to optimising energy efficiency and reducing GHG emissions. Some of the initiatives arising from the CFD study are listed below.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### 2 Retrofit Technologies

| Technologies   | Actions in 2025   |
|--|---|
| Installation of Propeller Boss Cap Fins to enhance hydrodynamic performance and support improvements in fuel efficiency.   | Installed on two petroleum tankers, i.e., <i>Eagle Hamilton</i> and <i>Eagle Helsinki</i> .   |
| Deployment of graphene-based propeller coatings to minimise surface roughness, achieve ultra-low friction and enhance propulsion efficiency, resulting in projected fuel savings.                  | Completed a trial application on one petroleum tanker, <i>Eagle Helsinki</i> .  |
| Implementation of ultrasonic antifouling technology, utilising ultrasonic waves to inhibit marine growth on propellers, thereby enhancing vessel efficiency and reducing maintenance requirements. | Installed on four petroleum tankers, i.e., <i>Eagle Paulinia</i> , <i>Eagle Helsinki</i> , <i>Eagle Paraiso</i> and <i>Eagle Pilar</i> .  |
| Installation of Mewis Ducts that help propellers operate under improved hydrodynamic conditions.   | Installed on two LNG carriers, i.e., <i>Seri Ayu</i> and <i>Seri Alam</i> and two petroleum tankers, i.e., <i>Eagle Paraiso</i> and <i>Eagle Pilar</i> .  |
| Exploring the use of Wind-Assisted Propulsion Systems (WAPS) to harness wind energy and generate aerodynamic forces to reduce engine load and fuel consumption.                                    | Collaborated with the Global Centre for Maritime Decarbonisation under the Pay-As-You-Save framework to evaluate the technical, commercial and governance aspects of WAPS. Discussions are underway regarding financial models, legal terms and project governance. |

### Onboard Carbon Capture System

MISC has identified onboard carbon capture as a key initiative to support the decarbonisation of its vessels. A feasibility study has been completed to assess technology suitability, define design parameters and evaluate commercial viability for full-scale implementation. Several potential carbon capture technology providers have been identified and assessments are ongoing to determine suitable vessel(s) for a pilot project.

In parallel, MISC has entered into a collaboration with PETRONAS Projects, Technology & Health, Safety, Security & Environment (PT&HSSE) to develop an Onboard Carbon Capture and Storage ecosystem to support the deployment of onboard carbon capture technologies.

### Agreement to Develop the World's Longest-Range Hybrid-Electric Vessel

In 2025, AET and Fleetzero entered into an agreement to develop the world's longest-range plug-in hybrid-electric vessel. Under this agreement, one of AET's Lightering Support Vessels (LSVs) will be retrofitted with a plug-in hybrid-electric system. The vessel is expected to operate primarily on battery power, reducing GHG emissions by approximately 82% compared to conventional LSVs on a tank-to-wake basis. Based on AET operational and Fleetzero performance assumptions, the vessel is estimated to avoid around 1,220 tonnes of GHG emissions annually, while significantly reducing fuel consumption and maintenance costs and maintaining high safety standards. As of early 2026, the project remains on schedule.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### Lower-Emission Fuels

The adoption of lower-emission fuels such as biofuel and ethanol will further reduce GHG emissions associated with our operations. A diversified energy portfolio enhances the sector's resilience by reducing reliance on any single fuel source, while also improving flexibility and adaptability in response to evolving energy markets and technological advancements.

This year, we continued the use of biofuel in our bunker mix as we transition towards low-carbon operations. At AET, approximately 3,169 tonnes of biofuel was utilised to improve our vessels' CII ratings, achieving GHG emissions savings of approximately 1,607 tonnes.

In parallel, we are evaluating the feasibility of ethanol as a potential future fuel for both existing and newbuild DPSTs through a joint study undertaken by our Marine Services division with Wärtsilä and Raizen.

### New Solutions Through Strategic Partnership

MISC supports global decarbonisation efforts and the transition towards a low-carbon future through the adoption of emerging technological solutions. Given that many of these technologies remain at an early stage of development, MISC considers strategic partnerships necessary to advance this agenda in a coordinated and effective manner while optimising costs. The Group engages in a range of collaborations and partnerships to enhance stakeholder engagement and identify viable solutions to address climate-related transition risks. These initiatives reinforce MISC's commitment to charting sustainable and safe transition pathways towards lower-emission shipping operations, while also progressing into new energy ventures as detailed in the next section.

### Profitable New Energy Business

Remaining at the forefront of emerging new energy solutions such as CCS, offshore wind, ammonia carriers and LCO<sub>2</sub> carriers is critical to MISC's long-term growth and competitiveness. While these technologies are still at a nascent stage, MISC recognises the positive market momentum towards a low-carbon economy and is actively participating in collaborative and developmental initiatives to support market adaptation and readiness.

### Carbon Capture and Storage

Venturing into CCS aligns with MISC's 2050 ambition to achieve net-zero GHG emissions and supports the Group's contribution to the development of the CCS value chain, while positioning itself to capture emerging business opportunities. MISC is actively assessing key areas where it can strategically contribute to the development of the CCS value chain, not only in Malaysia and the Asia Pacific region but also globally.

In 2022, MHB secured a contract from PETRONAS Carigali Sdn. Bhd. (PCSB) to undertake the EPCIC services for the Kasawari CCS project. The EPCIC contract includes the construction of a 14,000-metric tonne topside, a 15,000-metric tonne 8-legged jacket of the Kasawari CCS platform and a bridge linking to the Kasawari Central Processing Platform.

MHB is also collaborating with PETRONAS PT&HSSE in support of the Malaysia Carbon Capture Pilot Project. As part of this initiative, MHB will undertake the fabrication of the carbon capture module at the emitter side for the pilot deployment.

### Offshore Wind

MHB has secured a second offshore wind project to construct an Offshore Substation (OSS) High Voltage Direct Current platform. The project reflects MHB's continued participation in sustainable energy infrastructure projects. As a key component of TenneT's 2GW Programme in the Netherlands, the OSS contributes to the expansion of offshore renewable energy capacity and supports the broader transition towards lower-carbon energy systems. Under this project, MHB is responsible for the construction engineering, fabrication, mechanical completion, load out and sea fastening and architectural works on an engineering, procurement and construction basis.

### Ammonia Carriers

With the objective of delivering seamless end-to-end solutions for sustainable energy transportation by 2027, MISC entered into a strategic collaboration agreement with Gentari Hydrogen Sdn. Bhd. (Gentari) to develop integrated shipping and floating solutions for ammonia. As part of this collaboration, MISC is working with Gentari on potential requirement of ammonia carriers equipped with ammonia dual-fuel engines.

### Liquefied Carbon Dioxide Carriers

In June 2025, MISC, PETRONAS CCS Ventures Sdn. Bhd. (PCCSV) and Mitsui O.S.K. Lines (MOL) incorporated a joint venture, Jules Nautica Sdn. Bhd., to develop and own LCO<sub>2</sub> carriers that will support cross-border CO<sub>2</sub> transport for future CCS projects in the Asia Pacific region. The partners have completed the Front-End Engineering Design for a 62,000 m<sup>3</sup> LCO<sub>2</sub> carrier, undertaken by the Shanghai Merchant Ship Design and Research Institute.

Separately, in January 2026, MISC partnered with Kawasaki Kisen Kaisha Ltd. (K Line) to secure a long-term charter with Northern Lights JV DA for a 12,000 m<sup>3</sup> LCO<sub>2</sub> carrier supporting cross-border CO<sub>2</sub> transport in Europe. A second vessel is expected to be awarded in Q2 of 2026. Construction of the vessels will be undertaken by Dalian Shipbuilding Offshore Co. Ltd. and HD Hyundai Heavy Industries Co. Ltd., with deliveries scheduled between the second half of 2028 and the first half of 2029.

### Dual-Fuel Vessels as Enablers of the New Energy Business

Selected newbuild dual-fuel vessels currently under development are capable of operating on future fuels such as ethanol and ammonia and are expected to support both our decarbonisation agenda and the growth of our profitable new energy business. These vessels form part of the new energy business as they are designed to utilise emerging low- to zero-emission fuels that have the potential to deliver significantly lower emissions than conventional marine fuels. Actual deployment of these future fuels will be subject to operational and commercial collaboration with our charterers, aligning with the broader transition toward new energy pathways.

To date, we have three ammonia dual-fuel Aframax tankers scheduled for delivery from 2028, have signed a newbuild contract for our first hybrid-electric ethanol-ready dual-fuel DPST further strengthening transition-ready fleet capabilities, and are in the process of designing and developing an ammonia-fuelled LR2 tanker powered by PEMFC technology.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### TRADE-OFFS

MISC faces a strategic trade-off between near-term financial performance and long-term resilience. Significant upfront investment in fleet modernisation, dual-fuel vessels, emissions abatement technologies and workforce upskilling would require increased capital expenditure, resource allocation and operational adjustments, which may exert pressure on short-term profitability and cash flows.

However, such proactive investments are expected to strengthen the Group's long-term competitiveness, support regulatory compliance, mitigate the risk of asset obsolescence and impairment and position MISC to capture emerging revenue opportunities. Conversely, deferring these investments may preserve near-term capital and financial flexibility but could expose the Group to higher future compliance costs, diminished market competitiveness and increased risk of asset underutilisation as regulatory requirements and customer expectations continue to evolve.

A second key strategic trade-off relates to maintaining a primary focus on traditional market segments versus expanding into emerging energy value chains. Continued reliance on established capabilities in fossil fuel transportation leverages existing strengths and asset bases but carries inherent exposure to structural demand decline and potential market contraction over the medium- to long-term.

Conversely, advancing into new energy solutions, including the transportation of future fuels and LCO<sub>2</sub>, as well as the development of specialised capabilities in areas such as offshore wind, requires significant upfront investment and dedicated resources. These opportunities are subject to uncertainties related to demand maturity, infrastructure availability and commercial viability. Notwithstanding these challenges, diversification into emerging energy value chains is expected to support long-term growth, enhance portfolio resilience and provide access to new and expanding revenue streams.

Ultimately, MISC manages these complex strategic decisions by carefully balancing the immediate costs, capital commitments and uncertainties against the long-term benefits of establishing a leadership position in lower-emission shipping and new energy solutions. Through close collaboration with industry partners and customers, the Group seeks to manage transition risks while avoiding the significant financial and operational consequences associated with delayed or insufficient adaptation.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### SOURCES OF FUNDING AND RESOURCES FOR IMPLEMENTATION OF PLANS

MISC intends to fund its strategic initiatives through a combination of internal cash and bank borrowings for specific asset acquisitions and strategic partnerships for new energy ventures.

Emissions reduction initiatives such as operational efficiency and early-stage technology adoption, will generally be funded from internal cash. Larger-scale retrofits, including the installation of advanced energy-saving technologies or onboard carbon capture systems, which require more substantial capital expenditure, is expected to be financed through a combination of internal cash and bank borrowings.

Investments in fleet rejuvenation, including the construction of high-efficiency new vessels and dual-fuel vessels, is expected to be primarily financed through internal cash and bank borrowings. These facilities are expected to be supported by long-term charter arrangements and comprehensive asset insurance coverage.

New energy initiatives encompassing ventures across carbon, offshore substation platform and future fuels value chains will be pursued primarily through strategic partnerships with industry participants. Strategic collaborations with industry partners such as PCSB, Tennet, Gentari, PCCSV & MOL, and K Line are intended to leverage specialised capabilities, share investment requirements and mitigate the commercial and execution risks typically associated with capital-intensive energy projects.

MISC has allocated capital over the next five years to support such initiatives, and this is reviewed annually as part of the planning and budgeting cycle, enabling the Group to align budget allocations with the latest business plan and strategy.

### FINANCIAL EFFECTS

#### Current Year Financial Effects

The Group's approach to managing climate-related transition risks is focused on two key areas: decarbonising shipping operations and preparing to provide new energy solutions across both shipping and non-shipping activities.

The Group is proactively responding to evolving customer demand for lower-emission shipping through the adoption of low- and zero-carbon technologies and enhancing its technological readiness for lower-emissions fuels. As of December 2025, the Group owns a fleet of nine LNG dual-fuel vessels.

Anticipated market demand for lower-emission shipping and low- and zero-carbon technologies is heavily influenced by regulatory frameworks, including EU ETS, FuelEU Maritime and IMO Net-Zero Framework. The Group has invested in emissions reduction initiatives for AET's and GAS's existing vessels, as well as new dual-fuel vessels currently under construction, with capitalised costs of RM29.1 million included in addition of property, plant and equipment, during the year. Prior similar investments have also been capitalised as part of property, plant and equipment with depreciation expenses totaling RM30.0 million during the financial year.

The Group anticipates that a portion of these investments will be recoverable through the Daily Charter Rate (DCR) charged to its charterers or through a cost recovery mechanism established with them. The DCR is subject to commercial negotiation with charterers and may be influenced by regulatory pressures (e.g., EU ETS, FuelEU Maritime and IMO Net-Zero Framework) as well as the maturity of charterers in addressing sustainability-related requirements. Greater clarity regarding the impact on the DCR is anticipated to be available over the medium- to long-term. The Group has not disclosed quantitative information in this area due to the high degree of measurement uncertainty, which could affect the reliability and decision-usefulness of such information for users of this report.

In addition, the Group invested approximately RM6.0 million in reskilling and upskilling shipboard employees to ensure safe operations of ammonia dual-fuel vessels and other emerging maritime technologies. Research and development expenditures of RM2.6 million were incurred during the financial year related to new energy and decarbonisation projects in support of its climate-related transition plan.

The following table presents the Group's current year financial effects after considering mitigation actions to manage the climate-related transition risk.

| Financial effects (RM Million) <sup>1</sup>    | Current year 2025 |
|--|-------------------|
| <b>Financial Position</b>                      |                   |
| Increase in Property, plant, and equipment     | 29.1              |
| Increase in Borrowings <sup>2</sup>            | –                 |
| <b>Financial Performance</b>                   |                   |
| Increase in training expense                   | (6.0)             |
| Increase in R&D expense                        | (2.6)             |
| Increase in finance cost                       | –                 |
| Increase in depreciation charge                | (30.0)            |
| <b>Cash Flow</b>                               |                   |
| Cash flow from operations <sup>3</sup>         | (8.6)             |
| Cash outflow from investing activities         | (29.1)            |
| Cash generated from financing activities:      | –                 |
| – Cash inflow from borrowing                   |                   |
| – Cash outflow from finance cost and repayment |                   |

<sup>1</sup> The financial impact excludes the revenue from shipping operations due to the high degree of measurement uncertainty on the recoverability of the related capital investments from charterers

<sup>2</sup> Net of projected repayment and interest on borrowings during the year.

<sup>3</sup> Excluded cash flow from non-shipping operations

For non-shipping operations, the Group generated RM720.7 million in revenue from its New Energy business, primarily from the provision of EPCIC services for offshore wind farm and CCS projects, representing 6.5% of the Group's total revenue.

These projects are classified as transition-aligned activities in line with our climate-related transition plan, supporting the growing demand for new energy solutions through an integrated value offering across the Group's core segments.

### Anticipated Financial Effects

#### Short-term

Significant uncertainty persists regarding the adoption of IMO Net-Zero Framework, which may influence customer demand, fleet upgrades and potential regulatory penalties. MISC's investment strategy is designed to maintain flexibility in response to these uncertainties. While certain capital expenditure commitments have already been made, other investments will be adjusted based on anticipated IMO regulatory announcements in the coming months.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

For shipping operations, the Group plans to expand its AET and GAS fleets, including ammonia dual-fuel Aframax, LNG dual-fuel Suezmax and hybrid-electric ethanol-ready dual-fuel DPST vessels for AET and newer, more efficient vessels for GAS in the short-term. In addition, the Group intends to implement fuel-efficiency upgrades across its existing fleet during this period.

These initiatives will result in an anticipated increase in the carrying amount of property, plant and equipment by RM104.2 million over the short-term. As of the reporting date, the Group's total capital commitments in respect of newbuilds are disclosed in Financial Statement's [Note 32] Commitment included as part of "Ships, offshore floating assets and other property, plant and equipment", where RM252.6 million of the capital commitment are the Group's investment in ammonia dual-fuel vessels over the short-term which is part of the new energy solutions under the Group's business plan and strategy. The associated depreciation charges arising from new and accumulated capital investments are anticipated to amount to RM33.9 million in the short-term.

Capital expenditures for vessel upgrades is expected to be funded from internal cash while newbuilds will be primarily financed through internal cash and bank borrowings. The Group anticipates additional borrowings (net repayment) of RM54.7 million in the short-term to fund capital expenditures. Correspondingly, annual interest expenses are projected to increase by RM2.6 million in the short-term.

The Group anticipates that a proportion of these investments will be recoverable through the DCR charged to its charterers or through agreed cost recovery mechanisms. The DCR is subject to commercial negotiations and may be influenced by evolving regulatory requirements (e.g., EU ETS, FuelEU Maritime and IMO Net-Zero Framework), as well as the maturity of charterers in addressing sustainability-related requirements.

Greater clarity on the potential impact on the DCR is anticipated to emerge over the medium- to long-term as regulatory developments and market responses become more established. At this stage, the Group has not disclosed quantitative information in this area due to the high degree of measurement uncertainty, which could affect the reliability and decision-usefulness of such information for users of this report. The Group anticipates annual R&D expenditure of approximately RM21.7 million for new energy and decarbonisation projects. Training and upskilling programmes for employees will continue, building on the initiatives undertaken in the current year, anticipating spending RM9.5 million in the short-term.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

The following table presents the Group's short-term financial effects after considering mitigation actions to manage the climate-related transition risk.

| Financial effects (RM Million) <sup>1</sup>    | Short Term 2026 |
|--|-----------------|
| <b>Financial Position</b>                      |                 |
| Increase in Property, plant, and equipment     | 104.2           |
| Increase in Borrowings <sup>2</sup>            | 54.7            |
| <b>Financial Performance</b>                   |                 |
| Increase in training expense                   | (9.5)           |
| Increase in R&D expense                        | (21.7)          |
| Increase in finance cost                       | (2.6)           |
| Increase in depreciation charge                | (33.9)          |
| <b>Cash Flow</b>                               |                 |
| Cash flow from operations <sup>3</sup>         | (31.2)          |
| Cash outflow from investing activities         | (104.2)         |
| Cash generated from financing activities:      | 52.1            |
| – Cash inflow from borrowing                   | 59.9            |
| – Cash outflow from finance cost and repayment | (7.8)           |

<sup>1</sup> The financial impact excludes the revenue from shipping operations due to the high degree of measurement uncertainty on the recoverability of the related capital investments from charterers

<sup>2</sup> Net of projected repayment and interest on borrowings during the year

<sup>3</sup> Excluded cash flow from non-shipping operations

In the short-term, the Group anticipates that its secured New Energy projects will generate revenue from non-shipping operations, although the specific amount is subjected to a degree of uncertainty due to commercial negotiations and project completion progress. MHB will continue to pursue new orders for new energy-related projects, with the aim of increasing the relative contribution of these projects to cash flow from operations over the medium- to long-term.

In addition, the Group anticipates that there will be increased demand for liquefied natural gas and CCS projects and plans to make investment of RM19.1 million in a joint venture for the construction of LCO<sub>2</sub> carriers, to build capacity and future proof its business model to meet the future demand for liquefied natural gas and CCS projects.

The Group does not anticipate any material adjustments to the carrying amounts of reported assets and liabilities within the next 12 months.

### Medium- and Long-term

Over the medium-term, the Group will continue its investment in dual-fuel vessels, building on initiatives commenced in the short-term. These investments are anticipated to increase the carrying amount of property, plant and equipment associated with decarbonisation initiatives by approximately RM33.6 million to RM92.7 million per annum up to 2029. Correspondingly, annual depreciation charges arising from these new and accumulated capital expenditures are projected to increase by RM33.8 million to RM49.1 million per annum. To finance these investments, the Group anticipates a net increase in borrowings of RM21.4 million to RM59.3 million per annum up to 2029, with the balance funded through internal cash. The additional borrowings are anticipated to result in incremental interest expense of approximately RM5.6 million to RM8.3 million per annum.

Under its new energy business, the Group plans to invest between RM163.8 million and RM395.8 million per annum from 2027 to 2028 in ammonia dual-fuel vessels, in line with MISC 2030 Ambition and as a continuation of its short-term commitments. In addition, the Group will continue to invest in its joint venture for the construction of LCO<sub>2</sub> carriers, with a further RM9.6 million to RM19.1 million per annum allocated from 2027 to 2028 to address anticipated demand from liquefied natural gas and CCS projects.

The Group's investment strategy is designed to maintain financial and operational flexibility. While certain capital expenditure commitments have been secured, other investments, including decarbonisation upgrades, will be calibrated in response to evolving regulatory developments, including the proposed IMO Net-Zero Framework.

The Group anticipates that investments related to decarbonisation may, over time, be reflected in charter rates, subject to market conditions and commercial arrangements with charterers. The Group will work with its customers and industry partners in addressing the commercial impact of decarbonisation initiatives, with the expectation that such costs may be recovered through higher revenues from premium charter rates over the medium- to long-term.

Significant uncertainties remain, primarily due to the adoption of IMO Net-Zero Framework which are influenced by complex geopolitical dynamics. These uncertainties affect the pace of the market's transition to a low-carbon economy, the potential emergence of decarbonisation-related charter premiums and the readiness of technology and infrastructure for alternative

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

Fuels. Accordingly, the Group has not disclosed quantitative information for the long-term horizon, as the high level of measurement uncertainty could limit the reliability and decision-usefulness of such information for users of this report. The Group will periodically review and update the MISC Group Decarbonisation Transition Plan as part of its strategic-planning cycle and adjust the plan as circumstances evolve.

Over the long-term, the Group will continue its progressive fleet rejuvenation with high-efficiency new vessels, including LNG or ammonia dual-fuel vessels, alongside retrofits of the existing fleet to enhance energy efficiency in line with the market transition to a low-carbon economy.

These investments are anticipated to impact the following financial statement line items:

- Financial performance will see an increase in revenue, offset by an increase in depreciation charge and finance costs.
- Financial position will show an increase in property, plant and equipment, as well as borrowings.
- Cash flows will reflect a cash outflow from the purchase of ships and property, plant and equipment, alongside an increase in net cash generated from operating activities.

### PROCESS AND CONTROLS

The identification, assessment, prioritisation and monitoring of climate-related risks are integrated within the Group's ERM framework, as detailed in the Risk Management section.

Group Strategy & Sustainability, GHSE, NED and the respective Business Units collectively oversee the identification and assessment of market transition risks using a structured approach, which includes:

- Inputs and Parameters:** Comprehensive analysis is conducted with regards to IMO and regional regulatory developments, national climate strategies and standards, global energy demand shifts, evolving demand for lower- and ultra-low emission vessels, customer preferences in shipping, internal fleet performance data such as CII and Annual Efficiency Ratio, assumptions regarding cost pass-through to customers and potential decarbonisation premiums.
- Process:** Inputs and parameters are continuously monitored to inform capital expenditure planning, and progress is tracked against detailed capital expenditure plans and budgets. Opportunities are identified in areas such as fleet rejuvenation including dual-fuel investments, exploration of future fuels, energy efficiency improvements, abatement technology adoption, and profitable new energy ventures in carbon, offshore wind and future fuels value chains.
- Scenario Analysis:** Forward-looking scenario analysis is used to assess potential market and regulatory outcomes, supporting management's assessment of the climate resilience of MISC's key segments, as detailed in the Climate Resilience section.

Key risk indicators are monitored Group Strategy & Sustainability with support from the respective Risk Custodians, and findings are reported to the MRC and subsequently the BSRC.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### METRICS AND TARGETS

| Metrics  | Description  | Calculation Methodology  | Measuring unit            | 2025 Value   | 2024 Value | 2023 Value | Target     |   |           |
|--|--|--|---------------------------|--------------|------------|------------|------------|---|-----------|
|  |  |  |                           |              |            |            | Short-term | Medium-term   | Long-term |
| Annual Efficiency Ratio (AERCO <sub>2e</sub> )                               | Vessel's total emissions of carbon dioxide, methane and nitrous oxide using a common unit termed carbon dioxide equivalent per transport work. Transport work is calculated by multiplying vessel's deadweight with distance travelled | Total CO <sub>2e</sub> emissions/ (Total Deadweight Tonnage* Distance Travelled) | gCO <sub>2e</sub> /ton-nm | 4.86         | 5.25       | 5.95       | -          | Reduce 50% GHG emissions intensity from MISC's shipping operations by 2030 compared to 2008 | -         |
| Average Energy Efficiency Design Index (EEDI) for new ships                  | Average energy efficiency of newly constructed ships   | Total EEDI/ Number of new vessels  | gCO <sub>2e</sub> /ton-nm | 4.39         | 2.75       | 3.18       | -          | -   | -         |
| Business activities vulnerable to climate-related transition risks           | Percentage of business activities vulnerable to climate-related transition risks   | Percentage of business activities  | %                         | 100%         | -          | -          | -          | -   | -         |
| Revenue generated from new energy business                                   | Revenue and percentage of the Group revenue generated from new energy business e.g., Carbon, Offshore Wind and Future Fuels Value Chains   | Revenue from new energy business/ Group Revenue                                  | RM million (%)            | 720.7 (6.5%) | -          | -          | -          | -   | -         |
| Workforce upskilled and ready for future fuels and decarbonisation solutions | Number and percentage of total seafarers who have been trained to operate and support future fuels and decarbonisation solutions   | Number of seafarers trained/Total number of seafarers                            | Number (%)                | 174 (4.8%)   | -          | -          | -          | -   | -         |

### CLIMATE-RELATED TRANSITION RISK: REGULATORY COMPLIANCE RISK FOR GHG EMISSIONS

#### DESCRIPTION

Global maritime GHG regulations are becoming increasingly stringent across multiple jurisdictions, resulting in expanded reporting requirements, higher performance standards and potential financial obligations for MISC. Existing regulatory frameworks, including the IMO CII, EU ETS and FuelEU Maritime, give rise to near-term compliance requirements.

In addition, the proposed global fuel standard and the associated economic measure, introduced under the IMO Net-Zero Framework, was approved at the Marine Environment Protection Committee (MEPC) 83 session in April 2025. The regulation establishes several mechanisms aimed at reducing lifecycle well-to-wake GHG emissions from shipping activities. For the framework to become legally binding, it must go through several steps which includes a formal adoption at the MEPC. However, IMO has deferred discussions to formally adopt the Net-Zero Framework until October 2026, creating uncertainty regarding the direction and timing of future maritime climate policies and the pace of industry-wide decarbonisation efforts.

Furthermore, emerging carbon pricing mechanisms across key markets within MISC's operating jurisdictions and Malaysia Carbon Tax 2026 add further complexity to its regulatory exposure. These mechanisms are at a relatively early stage of development, with ongoing uncertainties related to implementation timelines, pricing structures and potential jurisdictional overlaps.

In the absence of a defined climate-related transition plan, MISC may be exposed to increased compliance costs, including financial penalties, carbon taxes and the potential need to procure carbon credits. Regulatory transition risk may also arise from delays in, or insufficient readiness for, evolving GHG-related regulatory requirements, which could materially increase MISC's cost of compliance if mitigation measures are not implemented in a timely manner.

### EFFECTS ON BUSINESS MODEL AND VALUE CHAIN

Risks and opportunities arising from compliance with GHG emissions regulations are expected to primarily impact the Group's operations. Based on the current year's GHG emissions profile, 137,196 tonnes of CO<sub>2e</sub> from our operations are covered under existing carbon pricing mechanisms, namely the EU ETS and FuelEU Maritime regulations. Accordingly, we assess that approximately 4.2% of our business activities are exposed to regulatory compliance risk related to GHG emissions.


#### Operations

MISC will be subject to financial penalties under the EU ETS and FuelEU Maritime regulations for voyages calling at EU ports. As a result, ageing vessels with comparatively higher emissions may face reduced utilisation, idling, or lay-up.

Should the IMO Net-Zero Framework be adopted, it could expose the Group to additional penalties and increase the risk of lay-up or asset impairment for older, higher-emission vessels. Conversely, performance exceeding future regulatory thresholds could present strategic opportunities, including the potential monetisation of surplus allowances. In addition, MISC may be subject to a range of carbon pricing mechanisms across the jurisdictions in which it operates, including schemes such as the EU ETS and FuelEU Maritime. Depending on their scope and design, such mechanisms could increase the Group's cost base either directly, through explicit carbon charges, or indirectly via supplier cost pass-through. This may result in higher procurement costs for key inputs, including energy, steel, iron and other materials critical to the Group's operations.

### EFFECTS ON STRATEGY AND DECISION MAKING

To manage the risks and capitalise on the opportunities associated with GHG regulatory compliance, MISC has developed a climate-related transition plan centred on operational and commercial optimisation, complemented by the adoption of technological solutions aimed at enhancing efficiency and reducing emissions over the short- to medium-term (up to 2030).

 Read more in the Decarbonisation: Fleet Rejuvenation, Decarbonisation: Emissions Reduction Initiatives and New Solutions Through Strategic Partnership sections under the Climate-related Transition Risk: Market Transition Towards Low-Carbon Economy.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### Cost Recovery


MISC ensures that carbon compliance costs arising from regulatory requirements are managed equitably and recovered through contract terms established with our charterers. The Group actively monitors industry standard updates, such as BIMCO clauses, related to charter party and ship management agreements to clarify allocation of costs and responsibilities for obtaining, transferring and surrendering GHG emissions allowances under EU ETS, as well as managing carbon compliance costs arising from FuelEU maritime.

### TRADE-OFFS

MISC is required to balance the substantial capital investment needed for fleet rejuvenation against the financial and operational implications of operating an older, less compliant fleet. Proactive investment entails phasing out ageing vessels and acquiring modern, dual-fuel and energy-efficient alternatives, which involves significant upfront capital and may include costs associated with the devaluation of older assets.

Conversely, a delayed approach exposes the Group to potential penalties due to the higher carbon pricing obligations and the risk of higher-emission vessels becoming idle or losing substantial value. Accordingly, MISC's strategic decisions weigh the immediate costs of investment against the potential financial and operational consequences of inaction.

### SOURCES OF FUNDING AND RESOURCES FOR IMPLEMENTATION OF PLANS

 Read more in the Sources of Funding and Resources for Implementation of Plans section under the Climate-related Transition Risk: Market Transition Towards Low-Carbon Economy.

### FINANCIAL EFFECTS

#### Current Year Financial Effects

For the current reporting period, the financial implications of climate-related transition initiatives are primarily addressed through the Group's strategic investments aimed at managing SROs on Market Transition towards a low-carbon economy and low- and zero-carbon technology transition risk. These investments, including those for emissions reduction have been fully incorporated into the respective disclosures. The Group has not incurred any direct financial impacts from regulatory, carbon taxes, or levies during the current year.

During the year, MISC is subject to EU ETS and FuelEU Maritime regulations for relevant EU voyages, where the associated compliance costs were borne by the charterers as part of the contractual agreements. The net impact on the Group is minimal.

#### Anticipated Financial Effects

MISC anticipates financial effects arising from climate-related regulatory risks, primarily associated with EU ETS, FuelEU Maritime, the proposed Malaysian carbon tax expected to enter into force in 2026 and the proposed IMO Net-Zero Framework with earliest possible entry into force anticipated in 2028.

#### EU ETS, FuelEU Maritime and IMO Net-Zero Framework

For shipping operations, MISC is subject to EU ETS and FuelEU Maritime requirements across the short-, medium- and long-term. The Group's policy is to recover operating costs through the Daily Charter Rate (DCR) charged to customers. In addition, under time charter agreements, EU ETS and FuelEU Maritime compliance costs are borne by charterers as part of their operational obligations. Accordingly, management anticipates the financial impact of EU ETS and FuelEU Maritime compliance on the Group to be minimal.

The Group anticipates that similar commercial arrangements will apply should the IMO Net-Zero Framework be adopted, leveraging established industry practices developed under the EU ETS and FuelEU Maritime regulations.

#### Proposed Malaysian 2026 Carbon Tax

The proposed Malaysian carbon tax, which is anticipated to be implemented from 2026, is not expected to have a material direct impact on MISC, as its proposed scope is limited to the iron, steel, and energy sectors. However, as the Group's operations involve the use of products from these sectors, the lack of comprehensive details regarding the tax's final design and implementation means that a reliable quantitative assessment of the potential financial impact cannot be determined at this stage. The Group will continue to closely monitor developments related to this tax and will update its analysis as further information becomes available.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### PROCESS AND CONTROLS

The identification, assessment, prioritisation and monitoring of climate-related risks are integrated within the Group's ERM framework, as detailed in the Risk Management section.

MISC conducts a comprehensive and ongoing review of applicable and emerging regulations, including the IMO Net-Zero Framework, EU ETS, FuelEU Maritime and regional carbon pricing schemes, to determine compliance requirements and timelines. This regulatory review is complemented by the systematic collection and analysis of detailed vessel operational data, such as fuel type, consumption rates, voyage parameters and emissions profiles, to assess current risk exposure.

Risks are evaluated and prioritised based on regulatory deadlines, potential financial penalties and operational impact, such as restrictions on port access or vessel deployment. Particular attention is given to vessels operating in regions with stringent regulations or a high likelihood of enforcement.

### METRICS AND TARGETS

| Metrics   | Description   | Calculation Methodology   | Measuring unit              | 2025 Value     | 2024 Value | 2023 Value | Target     |             |           |
|---|---|---|-----------------------------|----------------|------------|------------|------------|-------------|-----------|
|   |   |   |                             |                |            |            | Short term | Medium term | Long term |
| GHG Emissions covered under existing carbon pricing regulations | GHG Emissions and percentage of total Scope 1 GHG Emissions covered under carbon pricing regulations in force e.g., EU ETS, FuelEU Maritime | GHG Emissions covered under carbon pricing regulations/ Total Scope 1 GHG emissions | Tonnes CO <sub>2e</sub> (%) | 137,196 (4.2%) | -          | -          | -          | -           | -         |

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### CLIMATE-RELATED TRANSITION RISK: LOW- AND ZERO-CARBON TECHNOLOGY TRANSITION RISK

#### DESCRIPTION

MISC is exposed to climate-related transition risks associated with low- and zero-carbon technologies, primarily due to the limited readiness of the broader maritime ecosystem to support large-scale decarbonisation. While the industry is progressing towards the adoption of advanced solutions, such as alternative fuels, including ammonia and onboard carbon capture systems to meet evolving regulatory requirements and customer expectations, the commercialisation and large-scale deployment of these technologies remain at an early stage. These ecosystem constraints are characterised by significant economic barriers, technological immaturity, capability gaps and insufficient supporting infrastructure.

In the absence of a more mature ecosystem and coordinated industry-wide support, MISC may face material challenges, including constrained access to financing, delays in fleet rejuvenation and retrofitting, operational disruptions and suboptimal utilisation of newly deployed assets. Such challenges could hinder decarbonisation progress, extend investment payback periods and increase exposure to regulatory and reputational risks. Accordingly, enhancing organisational adaptability through targeted prototyping initiatives, workforce capability development and strategic collaborations is critical to navigating the transition effectively and sustaining long-term competitiveness and relevance.

#### EFFECTS ON BUSINESS MODEL AND VALUE CHAIN

The risk of low- and zero-carbon technologies is expected to primarily impact the Group's operations and upstream value chain. We assess that all i.e., 100% of MISC's business activities are vulnerable to climate-related transition risks due to the Group's involvement in the oil and gas sector. Under our Profitable New Energy Business pillar, we have generated a current year revenue of RM720.7 million, 6.5% of the Group's total revenue, from transition-aligned activities i.e., provision of EPCIC services for offshore substation platform and CCS projects.

#### Upstream

Gaps in future fuel supply and its associated critical value chain infrastructure, particularly the limited availability of alternative fuel bunkering facilities and suitable port infrastructure, significantly constrain the operationalisation of future-fuel-ready assets and the deployment of low- and zero-carbon solutions.


#### Operations

The transition to low- and zero-carbon technologies presents a range of structural and operational challenges for MISC. These challenges stem from economic, technological, infrastructural and human capital constraints that affect the pace and scale of adoption. The following factors highlight the key challenges influencing the deployment, integration and operationalisation of emerging decarbonisation solutions.

1. High capital requirements and uncertain returns associated with emerging technologies continue to delay deployment, as financing institutions adopt a cautious approach due to perceived risks, unclear commercial margins and limited deployment precedents. These constraints impact the viability of business models and the broader value chain.
2. The early-stage development of key low- and zero-carbon technologies, such as onboard carbon capture systems and alternative fuel-powered engines leads to performance uncertainties and unproven reliability, which may delay fleet upgrades and hinder the integration of these technologies into routine operations.
3. Insufficient technical expertise and workforce capability constrain the effective operation, maintenance and scaling of new technologies, potentially delaying adoption and reducing overall operational efficiency.

#### EFFECTS ON STRATEGY AND DECISION MAKING

The effects on strategy and decision making under this SRO relate to the adoption of emissions abatement technologies that advance our decarbonisation pathway, anchored on fleet rejuvenation with modern and efficient vessels, alongside emissions reduction initiatives.

 Read more in the Decarbonisation: Fleet Rejuvenation, Decarbonisation: Emissions Reduction Initiatives and New Solutions Through Strategic Partnership sections under the Climate-related Transition Risk: Market Transition Towards Low-Carbon Economy.


#### Employee Reskilling and Upskilling

We prioritise the reskilling and upskilling of our workforce to build the capabilities required to support alternative and future fuels, as well as the deployment of new solutions and technologies. This includes targeted capability development, knowledge transfer and training initiatives to ensure our people are equipped to meet evolving regulatory, technological and operational requirements.

Among our key initiatives conducted in 2025 are as follows:

1. Marine Services enrolled its employees to undergo reskilling training for managing LNG and ammonia dual-fuel vessels, including key concerns related to ammonia as a fuel, its technological challenges, safety considerations and the changing regulatory landscape to support the shipping sector.
2. In collaboration with ALAM, Marine Services implemented an upskilling programme to strengthen seafarers' competencies and certify steam engineers to operate gas vessels with motor propulsion systems.
3. MISC partnered with the Maritime and Port Authority of Singapore to develop specialised training courses for future maritime professionals, focusing on future fuels and technologies.
4. ALAM together with AET collaborated with WinGD to provide ongoing training and development of mariners at all levels to safely operate vessels equipped with ammonia dual-fuel engines and emerging maritime technologies.

#### TRADE-OFFS, SOURCES OF FUNDING AND RESOURCES FOR IMPLEMENTATION OF PLANS, AND FINANCIAL EFFECTS

 Read more in the relevant sections under the Climate-related Transition Risk: Market Transition Towards Low-Carbon Economy.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

#### PROCESS AND CONTROLS

The identification, assessment, prioritisation and monitoring of climate-related risks are integrated within the Group's ERM framework, as detailed in the Risk Management section.

Group Strategy & Sustainability and the respective Business Units are responsible for identifying and assessing this risk, applying a structured approach to evaluate technology readiness and ecosystem maturity through the following activities:

##### Inputs and Parameters

We leverage internal R&D insights, external technology roadmaps, industry reports on alternative fuels and infrastructure development, academic research and market intelligence on supplier capabilities and bunkering solutions to inform our assessments.

##### Collaborative Engagement

We work in close collaboration with key external stakeholders, including shipyards, engine manufacturers, classification societies, fuel suppliers and other partners, to evaluate the suitability of emerging technologies for MISC's operations and to understand the inherent risks associated with deploying new technologies within a developing ecosystem.

##### Feasibility Studies

We conduct detailed studies to assess technology readiness levels, engineering feasibility, safety assumptions and the commercial viability of emerging low- and zero-carbon technologies, including onboard carbon capture systems and future fuels such as ammonia and ethanol.

##### Scenario Analysis:

Scenario analysis is a key tool in this process, enabling management to assess the implications of varying technology readiness levels and infrastructure availability on investments in low- and zero-carbon technologies, including impacts on decarbonisation pathways, project timelines and the recoverability of such investments, as shown in the Climate Resilience section.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### PROCESS AND CONTROLS (CONT'D)

This risk is prioritised based on its potential impact on MISC's ability to achieve its decarbonisation targets, future operational efficiency, capital expenditure plans and long-term competitiveness. Insights from this risk assessment directly inform strategic planning for fleet rejuvenation and investment plans, R&D priorities, capital allocation for low- and zero-carbon technologies and the development of collaborative partnerships. We also assess the effectiveness of mitigation measures, such as pilot projects and joint industry initiatives, alongside the proportion of capital expenditure aligned with the transition plan and evolving stakeholder sentiment and customer requirements.

Key risk indicators are monitored by Group Strategy & Sustainability with support from the respective Risk Custodians, and are reported to the MRC and subsequently the BSRC.



## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### CLIMATE-RELATED PHYSICAL RISK: PHYSICAL CLIMATE RISK - ACUTE & CHRONIC

#### DESCRIPTION

Windstorms and extreme wave conditions pose operational risks and can cause damage to the Group's assets. Climate change-driven sea level rise and flooding, driven by melting polar ice caps and changing precipitation patterns, adversely affect port operations, docked vessels and onshore facilities, while increasingly frequent heat waves present additional risks to workforce health & safety and asset performance.

Adapting to intensifying climate-related physical risks may require adjustments to operating models, accompanied by increased capital investment for asset resilience, higher maintenance and insurance costs and expanded risk management and contingency planning efforts.

#### EFFECTS ON BUSINESS MODEL AND VALUE CHAIN

Climate-related physical risks are expected to primarily impact the Group's operations and upstream value chain. In 2025, we conducted a preliminary risk assessment on 32 of our key non-shipping assets, identifying that 13% of these assets, located in the US, the UK and Malaysia, to be vulnerable to climate-related physical hazards such as windstorms, flooding and sea-level rise, across the current year and short-term.

#### Operations

Weather events, including windstorms and extreme waves, pose significant risks to workforce safety and operational continuity. Such events disrupt operations, resulting in schedule delays and increased maintenance costs. Additionally, exposure to severe weather conditions may result in damage to structures and equipment, necessitating additional capital expenditures for upgrades to the Group's assets. Furthermore, the heightened risk of spills or leaks during extreme weather events may lead to increased compliance obligations and remediation costs.

Sudden heat waves also place significant stress on workforce health & safety and equipment, potentially reducing overall performance and resilience. These conditions may increase the incidence of employee injuries and asset damage, resulting in higher insurance premiums.

#### Upstream

Flooding and sea level rise pose significant risks to port and yard operations across our upstream value chain. Infrastructure located only a few meters above sea level is particularly vulnerable, increasing the potential for material damage to critical shipping hubs and ports. Such impacts may result in operational disruptions and substantial delays to vessel movements and project deliveries at affected locations.

#### EFFECTS ON STRATEGY AND DECISION MAKING

To address both acute and chronic climate-related physical risk drivers, MISC has implemented preventative measures across its shipping, onshore operations and offshore floating facilities as outlined below.

#### Shipping Operations

- Installation of real-time weather updates for safer navigation.
- Exploration of alternative shipping routes to mitigate risks in climate-vulnerable regions.

#### Onshore Operations & Offshore Floating Facilities

- Incorporation of weather-related clauses in contracts to manage operational risks from extreme weather events.
- Conducted preventive inspections and monitoring activities, such as sea level monitoring.

MISC continuously enhances employee safety protocols and updates its health, safety and environment (HSE) standards to address evolving climate-related and operational risks. Comprehensive crew training, accumulated operational experience and structured decision-making frameworks further support safe and reliable operations under adverse maritime conditions.

MISC integrates comprehensive safety controls into its vessel navigation protocols and HSSE Management Systems, supported by established procedures to effectively manage climate-related risks, including:

- Passage planning and vessel management during adverse weather conditions
- Maintenance of navigational equipment
- Resource optimisation
- Contingency planning for a wide range of vessel emergencies

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### TRADE-OFFS, SOURCES OF FUNDING AND RESOURCES FOR IMPLEMENTATION OF PLANS

Our vessels are designed to withstand extreme weather events and are equipped with real-time weather monitoring systems to support safe navigation. Accordingly, they were not included in the preliminary risk assessment conducted in 2025, which focused on identifying key climate-related hazards that may affect our onshore assets and offshore floating facilities.

In the subsequent phase, site-specific assessments will be undertaken to determine the potential impacts on these assets and to evaluate whether additional mitigation measures are required. It is worth noting that our offshore floating facilities are designed to withstand extreme weather conditions.

Given the above, no investments have been made or considered under our climate-related transition plan in relation to weather-exposed onshore assets. Consequently, no trade-offs have been identified at this stage, and no associated funding or resources were allocated. A review of the plan will be undertaken upon completion of the next phase of assessment.

### FINANCIAL EFFECTS

There are no material current financial effects, and anticipated financial effects are not quantified due to the inherent uncertainties associated with long-term projections and forward-looking assumptions used in the third-party National Catastrophe and future climate models to conduct the assessment.

### PROCESS AND CONTROLS

The identification, assessment, prioritisation and monitoring of climate-related risks are integrated within the Group's ERM framework, as detailed in the Risk Management section.

The Group monitors key risk indicators and implements targeted mitigation measures to strengthen the resilience of its assets, supporting sustained operational continuity and adaptability in a changing climate.

Employee safety protocols and HSE standards are reviewed regularly to ensure they remain relevant and effective in mitigating evolving climate-related and operational risks. Weather forecasts from National Oceanic and Atmospheric Administration will continue to be utilised, supplemented by third-party specialised vessel-routing and weather-intelligence services, to assess current and emerging climate-related physical risks affecting shipping and port activities, supporting safe navigation.

Other risk controls include the MISC Strategic Crisis Management Guideline (SCMG) and the MISC Business Continuity Management Framework (BCMF). The SCMG provides the structure for managing corporate-level crises, and is complemented by the BCMF, which establishes clear and consistent business continuity management expectations across the Group. Together, the SCMG and BCMF integrate seamlessly with operational-level emergency response plans, creating a cohesive link between crisis management, business continuity management and disaster recovery planning.

Physical risk assessments, including site-specific assessments, will be conducted periodically across three climate change scenarios i.e., SSP1-2.6, SSP2-4.5 and SSP5-8.5 as per the IPCC AR6 framework and across short-, medium-, and long-term time horizons. Given the complex and evolving nature of climate systems, uncertainties remain, making precise predictions challenging. Consequently, models are regularly reviewed and updated to incorporate the latest scientific understanding and emerging data.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

### METRICS AND TARGETS

| Metrics   | Description  | Calculation Methodology   | Measuring unit | 2025 Value | 2024 Value | 2023 Value | Target     |             |           |
|---|--|---|----------------|------------|------------|------------|------------|-------------|-----------|
|   |  |   |                |            |            |            | Short term | Medium term | Long term |
| Assets vulnerable to climate-related physical risks | Number and percentage of key non-shipping assets exposed to climate-related physical risks | Number of key non-shipping assets exposed to climate-related physical risks/Total key non-shipping assets | Number (%)     | 4 (13%)    | -          | -          | -          | -           | -         |

### CROSS-INDUSTRY METRICS

| Metrics                                      | Descriptions   | Unit   | 2025 Value  |
|--|--|--|---|
| Scope 1 emissions                            | Gross Scope 1, Scope 2 and Scope 3 emissions   | Refer to the GHG Emissions Performance section                         |   |
| Scope 2 emissions                            |  |  |   |
| Scope 3 emissions                            |  |  |   |
| Climate-related transition risks             | The percentage of business activities vulnerable to climate-related transition risks   | %  | 100   |
| Climate-related physical risks               | The amount and percentage of key non-shipping assets vulnerable to climate-related physical risks  | Number and %   | 4 (13%)   |
| Climate-related opportunities                | The amount and percentage of revenue generated from new energy business e.g., carbon, offshore wind and future fuels value chains  | RM million and %   | 720.7 (6.5%)  |
| Capital deployment                           | The amount of capital expenditure and investments deployed towards decarbonisation initiatives and new energy business   | RM million   | 29.1  |
| Internal carbon price                        | How an entity applies a carbon price in its decision-making (e.g., investment, transfer pricing, scenario analysis), including the specific price per metric tonne of greenhouse gas emissions used to assess associated costs | USD/tCO <sub>2</sub> e   | 60<br>Refer to the Use of Internal Carbon Pricing section |
| Remunerations associated with climate change | How climate considerations are factored in the executive remuneration and the percentage of pay linked to them   | Refer to the Impact of Sustainability on Remuneration Policies section |   |

### INDUSTRY-BASED METRICS (SASB STANDARDS – MARINE TRANSPORTATION)

| Topic                    | Accounting Metric   | Unit   | 2025 Value   |
|--------------------------|---|--|--|
| Greenhouse Gas Emissions | Gross global Scope 1 emissions  | tonnes CO <sub>2</sub> e                       | Refer to the GHG Emissions Performance section   |
|                          | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets | N/A  | Refer to the GHG Management section in MISC Sustainability Report 2025                 |
|                          | Total energy consumed   | Gigajoules (GJ)                                | 47,077,798   |
|                          | Percentage of heavy fuel oil  | %  | 4.60   |
|                          | Percentage renewable  | %  | 0.07   |
|                          | Average Energy Efficiency Design Index (EEDI) for new ships   | Grams of CO <sub>2</sub> per ton-nautical mile | Refer to Climate-related Transition Risk: Market Transition Towards Low-Carbon Economy |

# CLIMATE RESILIENCE

## CLIMATE RESILIENCE

MISC conducted a climate-related scenario analysis to assess and evaluate the potential impacts of climate-related transition and physical risks on the Group's operations across a range of plausible scenarios. The scenarios were developed using publicly available data from authoritative sources, including regional and international climate projections. The scenario analysis was performed for the financial year ended 31 December 2025.

The Group reviews the climate-related scenario analysis periodically and updates the analysis where significant new climate data that is expected to materially impact the Group's scenario analysis becomes available.

The Group's current strategies are designed to address moderate levels of climate-related risks (see climate-related scenario SSP2-4.5), which are aligned with MISC's current trajectory of moderate mitigation efforts, strategic investments and a gradual transition. The Group's mitigation and adaptation initiatives may require adjustment to effectively address alternative climate outcomes under more severe or less mitigated scenarios (see climate-related scenarios SSP1-2.6 and SSP3-7). The Group's capabilities and capacity to address and respond to climate-related risks are further described in the section titled "Capacity to Adjust or Adapt Strategy and Business Model" below.

Climate-related scenarios are generally characterised as either "high transition risk/low physical risk" or "low transition risk/high physical risk." This classification reflects the inverse relationship between the intensity of emissions reduction efforts and the extent of global warming, whereby stronger mitigation actions result in lower levels of warming and vice versa.

The IPCC has adopted the use of combined Shared Socioeconomic Pathways (SSPs) and Representative Concentration Pathways (RCPs), referred to as SSP-RCP scenarios, in climate modelling and projections. The SSPs describe alternative future pathways in which challenges related to mitigation and adaptation range from low to very high.

As part of the climate-related scenario analysis, the Group has used assumptions set out in the SSPs, as elaborated in the following section.

### SSP1-2.6: STRONG CARBON REGULATIONS, RESULTING IN LOW GHG EMISSIONS AND TEMPERATURES

#### KEY ASSUMPTIONS, INPUTS AND PARAMETERS

1. New carbon regulations and increasing demand for renewable solutions, drive market investments and technological advancement in renewable and decarbonisation initiatives.
2. Stricter policies and higher carbon prices result in rapid reduction in demand for high-carbon energy and an accelerated development and widespread adoption of alternative and future fuels such as green ammonia and decarbonisation solutions.
3. Decarbonisation capital expenditure is assumed to be fully recoverable through decarbonisation premiums or other recovery mechanisms due to high carbon prices.
4. Climate-related physical risks are reduced and stabilised at moderate levels due to effective global mitigation efforts, although they do not disappear entirely, resulting in lower long-term residual climate-related physical risks relative to SSP2-4.5 and SSP3-7 climate-related scenarios.

#### IMPACT ON THE GROUP'S STRATEGY AND BUSINESS MODEL

Under this scenario, the Group anticipates a low exposure to climate-related physical risks and a high exposure to climate-related transition risks in the short to medium term, reflecting strong and early decarbonisation policies. Over the longer term, as transition activities largely mature and localised weather events may still occur, the Group anticipates a moderate exposure to both climate-related transition and physical risks, resulting in lower overall climate-related risks relative to SSP2-4.5 and SSP3-7 climate-related scenarios.

#### Market Transition Towards Low-Carbon Economy & Low- and Zero-Carbon Technology Transition Risk

MISC operates in a market environment that is supportive of the transition to a low-carbon economy. This is reflected in the anticipated higher charter rates for vessels with decarbonisation features, which enables the Group to recover costs associated with decarbonisation initiatives. Technology costs are assessed to be stable, indicating either the maturity of available solutions or effective cost management and supporting continued investment in low- and zero-carbon technologies without significant cost escalation.

This operating environment, alongside a long-term declining interest in fossil fuel which could negatively impact MISC's core business, supports a strategy focused on continuous innovation and market leadership in advanced lower-emission shipping and new energy solutions, with market mechanisms recognising and compensating for such advancements.

#### Regulatory Compliance Risk for GHG Emissions

MISC operates within a regulatory landscape that is becoming increasingly stringent in relation to energy efficiency and carbon emissions. The IMO Net-Zero Framework is assumed to be adopted in 2026, with entry into force in 2028, with penalty rates of USD 100 per tCO<sub>2</sub>e for Tier 1 and USD 380 per tCO<sub>2</sub>e for Tier 2. This evolving regulatory framework is anticipated to place continued pressure on the industry to accelerate decarbonisation efforts. The EU ETS and FuelEU Maritime are also expected to play a significant role, with an assumed material increase in EU Allowance prices and penalties respectively, resulting in stringent compliance requirements for operations within European waters. The Group assumes that costs related to EU ETS, FuelEU Maritime and IMO Net-Zero Framework will be borne by charterers, thereby limiting direct financial exposure to MISC.

#### Physical Climate Risk

Climate-related physical risks are significantly moderated under this scenario due to effective global mitigation efforts. While localised weather events may still occur, their potential impacts on MISC's operations and assets are assessed to be manageable. The overall lower-emissions trajectory reduces the severity and frequency of long-term climate-related physical disruptions, enabling MISC to focus its strategic efforts primarily on managing transition-related risks and opportunities.

#### CONCLUSION

MISC exhibits strong climate resilience under this scenario, effectively managing higher near-term climate-related transition risks and maintaining relatively low residual physical and transition risks in the longer term compared to SSP2-4.5 and SSP3-7 climate-related scenarios.

#### FINANCIAL EFFECTS

Under this scenario, the Group anticipates climate-related transition risks to be manageable and broadly aligned with its current financial and strategic planning assumptions. Incremental operating and capital expenditures will be required to comply with more stringent regulatory standards, enhance energy efficiency and deploy low- and zero-carbon technologies. These additional costs are anticipated to be substantially offset over time through higher charter rates, fuel-efficiency improvements and contractual cost-recovery mechanisms embedded in many of the Group's commercial arrangements.

In the short- to medium-term, the Group anticipates upward pressure on operating costs and depreciation arising from investments in vessel retrofits and new technologies implemented in advance of regulatory requirements. While these investments may result in margin pressure within the Group's shipping operations, the impact is anticipated to remain within the Group's risk appetite, supported by favourable demand for lower-emission shipping solutions and the Group's ability to differentiate its services based on vessel emissions performance.

## CLIMATE RESILIENCE

### FINANCIAL EFFECTS (CONT'D)

Over the longer term, successful execution of the MISC Climate-related Transition Plan is expected to strengthen the resilience of the Group's cash flows and reduce its exposure to future cost escalation associated with tightening carbon regulations, while also mitigating risks to the Group's core business arising from reduced demand for fossil-fuel related services. Conversely, failure to deliver the planned transition investments, or a materially lower-than-expected ability to pass through costs to charterers, would increase pressure on profitability and could adversely affect the Group's competitive position. These downside risks have been considered in the Group's strategic planning and capital allocation decisions.

At this stage, the Group has not disclosed detailed quantitative estimates of the financial impacts under this scenario, as such estimates remain subject to a high degree of measurement uncertainty arising from evolving IMO Net-Zero Framework, technology cost trajectories and customer behaviour. Notwithstanding these uncertainties, the scenario analysis is used to inform MISC's strategic planning, risk management and investment decisions and the Group intends to progressively enhance the granularity and robustness of its financial impact assessments over time.

#### SSP2-4.5: MODERATE CARBON REGULATIONS, RESULTING IN MODERATE GHG EMISSIONS AND TEMPERATURES

#### KEY ASSUMPTIONS, INPUTS AND PARAMETERS

1. Global energy demand will continue to climb through 2050, and global oil demand is forecasted to peak in the early 2030s. Despite gradually declining, oil will be in the energy mix through 2050 while gas will peak in 2040s before slowly declining. Therefore, demand for oil & gas shipping would still be required beyond 2035.
2. A gradual transition towards lower- and ultra-low emission vessels e.g., LNG and ammonia, is assumed, alongside growing demand for new energy and decarbonisation solutions, such as carbon capture technologies.
3. Technological development and adoption of alternative and future fuels are assumed to progress at a moderate pace, with mature ammonia bunkering infrastructure expected to begin emerging after 2030 in selected regions.
4. The Group's budgeted investment plans is assumed to remain broadly aligned with the cost trajectory of emissions abatement technologies, with a proportion of these investments expected to be recoverable through decarbonisation premiums or other cost-recovery mechanisms supported by gradually tightening carbon regulations.
5. Climate-related physical risks are expected to increase over time and while they are broadly manageable, they will require progressive enhancement of the Group's existing risk management framework and adaptation response.

#### IMPACT ON THE GROUP'S STRATEGY AND BUSINESS MODEL

Under this scenario, the Group anticipates a moderate exposure to both climate-related physical and transition risks in the short to medium term. Over the longer term, as global warming and associated climate hazards intensify under moderate mitigation, the Group anticipates a high exposure to climate-related physical risks and a moderate exposure to climate-related transition risks, requiring targeted enhancements to the Group's risk management and climate-related transition plan.

#### Market Transition Towards Low-Carbon Economy & Low- and Zero-Carbon Technology Transition Risk

The demand for conventional fuel carriers is expected to remain stable, providing a reliable and sustained revenue base. Concurrently, the market is characterised by moderate technological advancements and gradual adoption of alternative and future fuels. Over the medium- to long-term, infrastructure and ecosystems for alternative fuels, such as ammonia bunkering, are anticipated to mature gradually, achieving commercial viability. This transition presents strategic opportunities for MISC, as decarbonisation premiums are likely to become standard for vessels demonstrating superior environmental performance. In addition, increasing demand for the transportation of emerging commodities and carbon capture solutions offers potential avenues for business diversification and growth.

## CLIMATE RESILIENCE

#### Regulatory Compliance Risk for GHG Emissions

MISC operates within a regulatory environment characterised by moderate and progressively tightening requirements related to energy efficiency and carbon emissions, evolving from initial mandates toward more sophisticated regulatory frameworks. The IMO Net-Zero Framework is assumed to be adopted in 2026, with the earliest possible entry into force in 2028 with penalty rates of USD 100 per tCO<sub>2e</sub> for Tier 1 and USD 380 per tCO<sub>2e</sub> for Tier 2. The Group assumes that IMO Net-Zero Framework related costs will be borne by charterers.

Carbon pricing under the EU ETS and FuelEU Maritime are expected to increase gradually. The Group assumes that costs related to EU ETS and FuelEU Maritime will be borne by charterers, thereby limiting direct financial exposure to MISC.

#### Physical Climate Risk

Whilst climate-related physical risks rise, they generally remain manageable, although the trend is towards greater disruption. Over the long-term, the intensifying and variable weather events will increasingly impact shipping schedules and port infrastructure, incur higher operational costs and necessitate adaptive measures, with potential significant, albeit localised, impacts on coastal infrastructure where MISC operates.

#### CONCLUSION

MISC exhibits moderate climate resilience under this scenario, effectively managing climate-related transition risks, but will need to adjust its climate-related transition plan and risk management measures to effectively manage the increasing climate-related physical risks in selected regions or assets over the longer term.

#### FINANCIAL EFFECTS

Please refer to the current and anticipated financial effects disclosures for the respective SROs, as presented in the preceding sections. The Group has not provided quantitative information for the long-term due to the high degree of measurement uncertainty, which would affect the reliability and decision-usefulness of such information for users of this report. This applies to projections related to market, technological and regulatory outcomes and their potential impact on the Group.

## CLIMATE RESILIENCE

## CLIMATE RESILIENCE

### SSP3-7: WEAK CARBON REGULATIONS, RESULTING IN HIGH GHG EMISSIONS AND TEMPERATURES

#### KEY ASSUMPTIONS, INPUTS AND PARAMETERS

1. Fossil fuel reliance remains high, while demand for decarbonisation initiatives, including alternative and future fuels, and new energy solutions continue to be limited.
2. Slower decarbonisation progress due to reduced investment in alternative and future fuels such as green ammonia due to underdeveloped supply chains.
3. Under weak and fragmented carbon regulations, where policy frameworks remain inconsistent across regions and lack enforceable obligations, market investment remains slow and uneven, making cost-recovery mechanisms for decarbonisation initiatives largely unviable.
4. Climate-related physical risks are intensifying, with more frequent and severe events causing schedule disruptions and cumulative productivity losses over time.

#### IMPACT ON THE GROUP'S STRATEGY AND BUSINESS MODEL

Under this scenario, the Group anticipates a moderate exposure to climate-related physical risks and a low exposure to climate-related transition risks in the short to medium term, reflecting weak and fragmented climate policy. Over the longer term, the Group anticipates a very high exposure to climate-related physical risks as global warming accelerates, and moderate exposure to climate-related transition risks, primarily driven by potential late and disorderly policy responses or market-shifts in selected regions.

#### Market Transition Towards Low-Carbon Economy & Low- and Zero-Carbon Technology Transition Risk

Market demand continues to prioritise the most cost-efficient transport solutions, with limited interest in lower-emission shipping, making decarbonisation premiums minimal or largely irrelevant. Consequently, the Group does not recover costs through charter rates for decarbonisation efforts, resulting in reduced revenue from green initiatives. Supply chains for alternative and future fuels remain nascent and underdeveloped, while high-emission fuel supply chains continue to dominate. In response, MISC will adopt a cautious approach, moderating investments and delaying decarbonisation initiatives in lower-emission shipping and new energy solutions.

#### Regulatory Compliance Risk for GHG Emissions

The regulatory environment remains fragmented and inconsistent. International bodies, such as IMO, face challenges in reaching consensus on decarbonisation goals, resulting in stalled discussions and delayed implementation of regulatory timelines and penalty rates, potentially extending to 2030 or beyond. At the domestic level, policies such as the Malaysia carbon tax do not currently apply to MISC, although the extent of potential indirect cost impacts remain uncertain. EU ETS and FuelEU Maritime continue to operate with potential political pressures affecting future pricing. Overall, limited international and regional carbon regulation persists, sustaining reliance on fossil fuels and prioritising operational safety over emissions reduction.

#### Physical Climate Risk

Climate-related physical impacts are becoming increasingly frequent, widespread and severe, ranging from extreme weather events, such as windstorms, heatwaves and sea-level rise, to potentially catastrophic levels. These events result in persistent operational disruptions, including port closures, route alterations, infrastructure damage and mandatory stop-work orders during extreme heat, adversely affecting productivity. Consequently, MISC faces higher operational costs and increased asset maintenance requirements due to accelerated degradation and recurring operational challenges, with notable financial implications. The Group's strategy will increasingly prioritise maintaining operational viability in high-risk environments, necessitating significant investment in resilience measures and adaptive capacities to safeguard assets and sustain essential services.

#### CONCLUSION

MISC's current climate-related transition plan would require significant adjustments to effectively address the rapid and severe physical changes projected under this scenario. Managing the associated operational disruptions and potential asset impacts will necessitate substantial investment in adaptation measures, including flood mitigation and other resilience-enhancing initiatives. While climate-related transition risks driven by carbon regulations remain lower than in SSP1-2.6 and SSP2-4.5 climate-related scenarios, the Group is anticipated to be significantly exposed to very high climate-related physical risks.

#### FINANCIAL EFFECTS

Under this scenario, the Group is anticipated to experience cost pressures primarily driven by climate-related physical risks. More frequent and severe extreme weather events, alongside gradual climate impacts such as sea-level rise, are anticipated to increase operating expenses, asset maintenance and repair requirements and insurance premiums. Periodic disruptions to shipyard operations may also result in revenue losses and reduced asset utilisation. Over time, these factors could compress margins in affected segments and necessitate the reallocation of capital towards resilience-building through climate adaptation projects.

In the medium- to long-term, the growing frequency of climate-related events may further heighten the risk of asset impairment or accelerate depreciation where assets are damaged, become more costly to operate, or are located in increasingly challenging operational environments. At this stage, the Group has not provided quantitative estimates of these potential financial impacts due to the high degree of uncertainty surrounding the frequency and severity of future climate events, regulatory developments, insurance market dynamics and the timing and scale of adaptation investments. Qualitative analysis is currently used to guide capital allocation decisions and to inform the development of an appropriate climate adaptation strategy.

#### SIGNIFICANT AREAS OF UNCERTAINTIES

The Group's climate resilience position is subject to several material uncertainties as outlined below:

##### 1. CARBON PRICING TRAJECTORY

The trajectory, timing, scope and enforcement of regional, national and international carbon pricing mechanisms, including carbon taxes, levies, and market-based instruments for GHG emissions, remain highly uncertain. This includes the existing EU ETS and FuelEU Maritime regulations, proposed IMO Net-Zero Framework with earliest possible entry into force anticipated in 2028, and Malaysia carbon tax expected to enter into force in 2026. Variations in policy design and adoption across regions may significantly influence the cost of compliance and the economic viability of MISC's decarbonisation pathway.

##### 2. DECARBONISATION PREMIUM

The extent to which charterers are willing to pay a premium for lower-emission shipping services remains uncertain. Market acceptance of such premiums will depend on regulatory developments, industry adoption of low-carbon solutions, and broader shifts in customer and supply chain decarbonisation commitments.

##### 3. CLIMATE-RELATED PHYSICAL IMPACTS

The frequency and severity of climate-related physical risks, including windstorms, extreme heat events, and sea-level rise, remain difficult to predict due to inherent climate variability. The potential impacts on ports, infrastructure, and shipping routes may vary significantly by geography and over time.

## CLIMATE RESILIENCE

## CLIMATE RESILIENCE

### CAPACITY TO ADJUST OR ADAPT BUSINESS STRATEGY TO CLIMATE CHANGE

MISC recognises the need to continuously review and adapt its business strategy in response to evolving CROs. The Group regularly assesses the potential impacts of CROs and incorporates the relevant mitigation and adaptation measures in its business strategy to strengthen its long-term resilience.

#### 1. FINANCIAL FLEXIBILITY

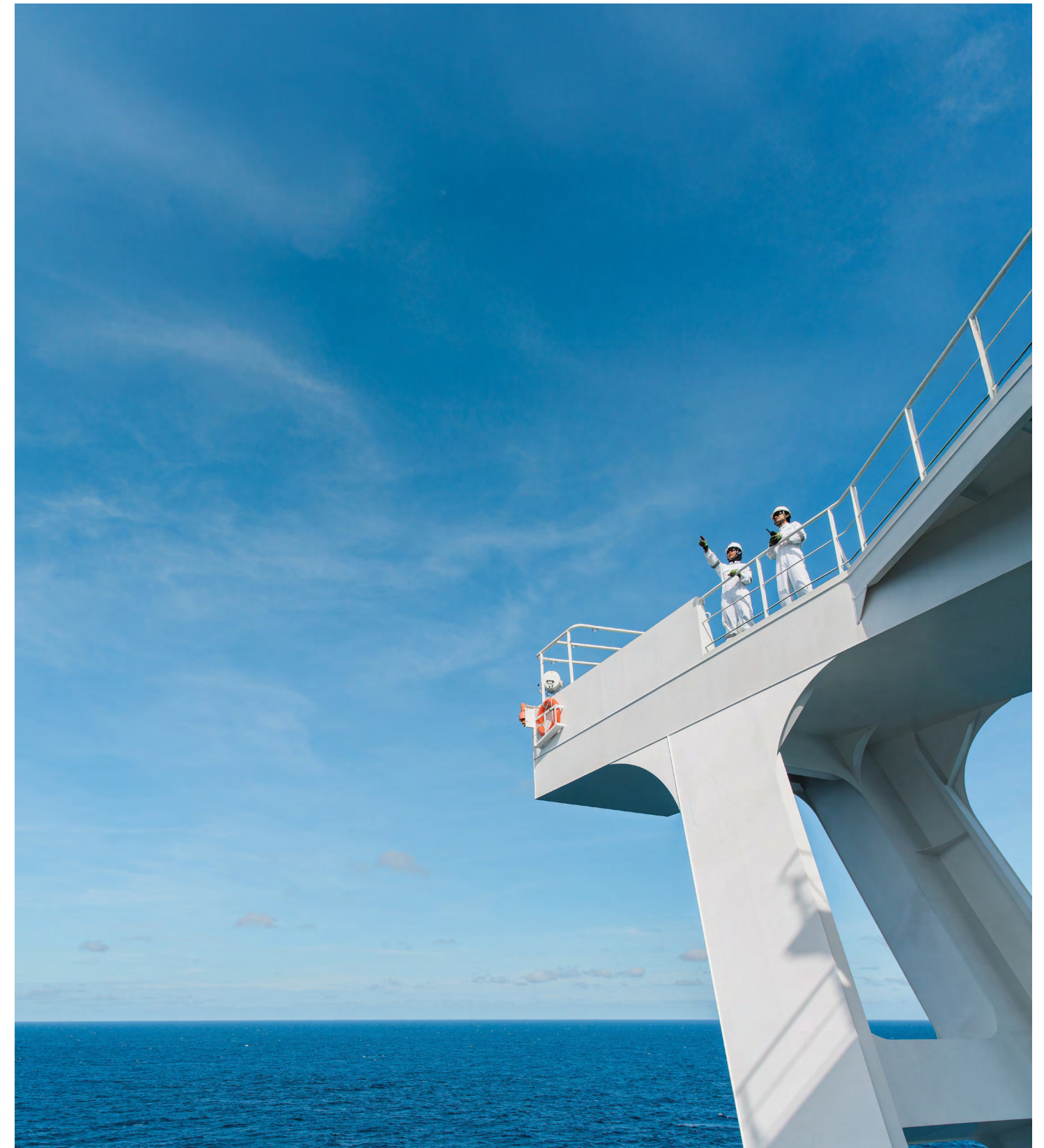
MISC's financial strategy prioritises strengthening earnings visibility while directing capital toward assets that remain resilient and competitive amid tightening environmental and regulatory conditions. The Group reinforces its adaptability through disciplined financial governance and a five-year rolling business plan that enhances recurring cash flows, ensuring capital allocation and investment decisions remain responsive to evolving market and climate-related scenarios.

#### 2. INVESTMENTS IN CLIMATE-RELATED MITIGATION, ADAPTATION AND OPPORTUNITIES

The Group's climate-related transition plan incorporates investments that enhance climate resilience and support the transition to a low-carbon economy. These include investments in high-efficiency new vessels, LNG and ammonia dual-fuel vessels, emissions reduction initiatives, and the expansion into new energy business such as CCS, offshore wind, LCO<sub>2</sub> carriers and ammonia carriers. Collectively, these initiatives position MISC to comply with evolving regulatory requirements, reduce its carbon footprint, and capture new growth opportunities associated with the global energy transition.

#### 3. STRATEGIC PARTNERSHIPS

MISC continues to strengthen strategic partnerships with key stakeholders, including technology providers and customers, to support investments in climate-related mitigation, adaptation and emerging opportunities. These partnerships enhance the Group's ability to respond effectively to technological advancements and regulatory developments across climate-related scenarios.



# BURSA MALAYSIA PRESCRIBED TABLE

# BURSA MALAYSIA PRESCRIBED TABLE

Date & Time: 2026-04-03\_21:40:23  
FYE 31/12/2025

MISC Berhad  
IFRS S2

| Sustainability Matter          | Metric   | Measurement Unit            | 2025          | Target  | Assurance          | Remarks   |
|--------------------------------|--|-----------------------------|---------------|---|--------------------|---|
| Climate Change & GHG Emissions | Annual Efficiency Ratio (AERCO <sub>2e</sub> )                               | gCO <sub>2e</sub> /ton-nm   | 4.86          | Reduce 50% GHG emissions intensity from MISC's shipping operations by 2030 compared to 2008 | External (Limited) | Vessels' total emissions of carbon dioxide, methane and nitrous oxide using a common unit termed carbon dioxide equivalent per transport work. Transport work is calculated by multiplying vessel's deadweight with distance travelled. |
| Climate Change & GHG Emissions | Average Energy Efficiency Design Index for new ships                         | gCO <sub>2e</sub> /ton-nm   | 4.39          | -   | No assurance       | Average energy efficiency of newly constructed ships  |
| Climate Change & GHG Emissions | Business activities vulnerable to climate-related transition risks           | %                           | 100           | -   | No assurance       | Percentage of business activities vulnerable to climate-related transition risks  |
| Climate Change & GHG Emissions | Revenue generated from new energy business                                   | RM million (%)              | 720.7 (6.5%)  | -   | No assurance       | Revenue and percentage of the Group revenue generated from new energy business e.g., Carbon, Offshore Wind and Future Fuels Value Chains  |
| Climate Change & GHG Emissions | Workforce upskilled and ready for future fuels and decarbonisation solutions | Number (%)                  | 174 (4.8%)    | -   | No assurance       | Number and percentage of total seafarers who have been trained to operate and support future fuels and decarbonisation solutions  |
| Climate Change & GHG Emissions | GHG emissions covered under existing carbon pricing regulations              | Tonnes CO <sub>2e</sub> (%) | 137,96 (4.2%) | -   | No assurance       | GHG emissions and percentage of total Scope 1 GHG emissions covered under carbon pricing regulations in force e.g., EU ETS, FuelEU Maritime   |

This report was generated on the Bursa Malaysia CSI Platform on 2026-04-03\_21:40:23

Page 1 of 2

MISC Berhad  
IFRS S2

Date & Time: 2026-04-03\_21:40:23  
FYE 31/12/2025

| Sustainability Matter          | Metric  | Measurement Unit        | 2025      | Target | Assurance          | Remarks  |
|--------------------------------|---|-------------------------|-----------|--------|--------------------|--|
| Climate Change & GHG Emissions | Assets vulnerable to climate-related physical risks | Number (%)              | 4 (13%)   | -      | No assurance       | Number and percentage of key non-shipping assets exposed to climate-related physical risks                             |
| Climate Change & GHG Emissions | Scope 1 GHG emissions                               | Tonnes CO <sub>2e</sub> | 3,236,446 | -      | External (Limited) | Gross Scope 1 emissions  |
| Climate Change & GHG Emissions | Scope 2 GHG emissions                               | Tonnes CO <sub>2e</sub> | 45,783    | -      | External (Limited) | Gross Scope 2 emissions  |
| Climate Change & GHG Emissions | Scope 3 GHG emissions                               | Tonnes CO <sub>2e</sub> | 2,721,090 | -      | No assurance       | Gross Scope 3 emissions for categories 1, 3, 8, 13 and 15.   |
| Climate Change & GHG Emissions | Capital Deployment                                  | RM million              | 291       | -      | No assurance       | The amount of capital expenditure and investments deployed towards decarbonisation initiatives and new energy business |
| Climate Change & GHG Emissions | Internal carbon price                               | USD/TCO <sub>2e</sub>   | 60        | -      | No assurance       | Price per metric tonne of greenhouse gas emissions   |
| Climate Change & GHG Emissions | Remunerations associated with climate change        | %                       | up to 4   | -      | No assurance       | Percentage of Executive Leadership Team (ELT) balanced scorecard linked to climate-related target                      |
| Climate Change & GHG Emissions | Total energy consumed                               | Gigajoules (GJ)         | 47,077,98 | -      | External (Limited) |  |
| Climate Change & GHG Emissions | Percentage of heavy fuel oil                        | %                       | 4.60      | -      | No assurance       |  |
| Climate Change & GHG Emissions | Percentage of renewable energy                      | %                       | 0.07      | -      | No assurance       |  |

This report was generated on the Bursa Malaysia CSI Platform on 2026-04-03\_21:40:23

Page 2 of 2

SECTION 5

# ADDITIONAL INFORMATION

|     |  |
|-----|--|
| 278 | Independent Assurance Statement 2025   |
| 281 | Performance Data   |
| 298 | Reporting Principles & Data Assumptions  |
| 305 | Sustainability Reporting Standards & Disclosures - Global Reporting Initiative Content Index       |
| 310 | Sustainability Reporting Standards & Disclosures - Sustainability Accounting Standards Board Index |
| 312 | List of Abbreviations  |

# INDEPENDENT ASSURANCE STATEMENT 2025



Independent Assurance Statement

## Independent Verification and Limited Assurance Report of American Bureau of Shipping to MISC Berhad

We were engaged by MISC Berhad (“the Company”) to assure selected environmental and social metrics (“the Metrics”) and disclosures of the Company’s Sustainability Report 2025 (“the Report”) relating to the year ended 31 December 2025 in the form of a limited assurance conclusion about the proper preparation of the Metrics, in all material respects, in accordance with the Company’s own methodology for sustainability report development (“the Methodology”).

This independent limited assurance report is issued solely to the Company in accordance with the terms of our engagement. Our work has been undertaken so that we might provide limited assurance to the Company on those matters that we have been engaged to consider in this report only and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the Company for our work, for this independent limited assurance report, or for the conclusions we have reached.

### Responsibilities of the directors of the company

The directors of the Company are responsible for the proper preparation of the Report, and the Metrics, information and statements contained therein, in accordance with the Methodology.

It is the directors’ responsibility to develop, operate and maintain internal systems and processes relevant to the proper preparation of a Report that is free from material misstatement, whether due to fraud or error.

### Responsibilities of American Bureau of Shipping

Our responsibility is to independently express a limited assurance conclusion to the Company, based on the procedures performed and evidence obtained, as to the proper preparation of the Report, in all material respects, in accordance with the Methodology. We conducted our work over the course of several months from late 2025 through early 2026, in accordance with the *International Standard on Sustainability Assurance 5000: General Requirement for Sustainability Assurance Engagements* (“Standard”), issued by the International Auditing and Assurance Standards Board. The Standard requires that we obtain sufficient and appropriate evidence related to the Metrics that is free of material misstatement on which to base our conclusion.

### Scope of work

The limited assurance engagement for the Company involves planning and performing procedures to obtain sufficient appropriate evidence for a meaningful level of assurance over the Metrics stated below, as disclosed in the company’s Sustainability Report:

| Metrics   | Value      | Unit                      |
|---|------------|---------------------------|
| Scope 1 GHG Emissions (non-biogenic)  | 3,236,446  | tonnes CO <sub>2</sub> e  |
| Biogenic Emissions  | 913        | tonnes CO <sub>2</sub> e  |
| Scope 2 GHG Emissions   | 45,783     | tonnes CO <sub>2</sub> e  |
| GHG Intensity   | 4.86       | gCO <sub>2</sub> e/ton-nm |
| Energy Consumption  | 47,077,798 | GJ                        |
| Lost Time Incident Frequency (LTIF)   | 0.2        | per 1 million man-hours   |
| Total Recordable Case Frequency (TRCF)  | 0.28       | per 1 million man-hours   |
| Average Training Hours per Employee   | 20.5       | hours                     |
| Total Employee Training Hours   | 176,505    | hours                     |
| Percentage of Employees Who Have Received Training on Anti-Bribery and Corruption | 96%        | percent                   |

# INDEPENDENT ASSURANCE STATEMENT 2025



Independent Assurance Statement

The procedures selected depend on our judgment, on our understanding of the Report and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

The procedures performed included:

- Investigating, observing, inspecting, and reporting on the processes and documents reviewed, and agreeing or reconciling with the underlying records to check errors or omissions in data analysis, consistency, and reasoning of reporting
- Reviewing the Metrics disclosed in the Company’s Sustainability Report for 2025
- Inquiries to the Company’s management and personnel involved in the sustainability report’s preparation process, the internal control system governing this process, and selected disclosures in the sustainability report
- Data collection, including limited substantive testing, on a selective basis of Company’s owned fleet (excluding vessels chartered by the Company) to verify the Metrics stated in the report. Calculations were re-checked for limited data sets to verify the data accuracy

The procedures performed in a limited assurance engagement vary in nature and timing and are not as extensive as a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

### Other Information

Management of the Company is responsible for the report and assurance of any other information outside our scope of work. The other information comprises the information outlined in the Company’s Annual Report, including the financial statements and notes thereto, chairman’s statement, and the sustainability information in the Sustainability Report, other than the Metrics subject to assurance and our assurance report thereon.

Our conclusion on the Selected Sustainability Disclosures does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Selected Sustainability Disclosures, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Selected Sustainability Disclosures or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Inherent limitations

In providing our limited assurance conclusion, we relied on the information and documents provided to us by the Company. To the best of our knowledge, there are no circumstances which would render such information or documents unreliable. Because of such reliance, there may be errors or irregularities which may not have been detected.

Limited assurance engagements are based on selective testing of the information being examined and it is possible that fraud, error or non-compliance may occur and not be detected. An assurance engagement is not designed to detect all instances of non-adherence to the GRI Standards reporting framework, as the assurance engagement is not performed continuously throughout the year and the procedures performed are on a test basis. The conclusion expressed in this report must be read in conjunction with the inherent limitations stated in this assurance statement.

## INDEPENDENT ASSURANCE STATEMENT 2025



### Independent Assurance Statement

#### Practitioner's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Selected Sustainability Disclosures are free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Selected Sustainability Disclosures.

As part of a limited assurance engagement in accordance with ISSA 5000, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

#### Conclusion

Based on the procedures performed and evidence obtained, and subject to the key assumptions and inherent limitations set out above, nothing has come to our attention that causes us to believe that the Metrics presented in the Report for the year ended 31 December 2025 have not been properly prepared, in any material respects, in accordance with the Methodology.

#### American Bureau of Shipping

7 Science Park Drive,  
#09-21/32 Geneo  
Singapore 119316  
[sustainability@eagle.org](mailto:sustainability@eagle.org)

23 March 2026

## PERFORMANCE DATA

| FINANCIAL PILLAR   | Unit       | 2025               | 2024                 | 2023                 |
|--|------------|--------------------|----------------------|----------------------|
| <b>FINANCIAL PERFORMANCE</b>   |            |                    |                      |                      |
| Revenue  | RM million | 11,146.1           | 13,237.5             | 14,271.7             |
| Operating Profit   | RM million | 2,776.5            | 2,593.7              | 2,881.4              |
| Profit/(loss) before taxation  | RM million | 1,861.9            | 1,283.5              | 2,093.7              |
| Profit/(loss) after taxation   | RM million | 1,738.0            | 1,233.2              | 1,958.9              |
| <b>Tax for the Year</b>  |            |                    |                      |                      |
| Malaysia income tax  | RM '000    | 50,523             | 49,400               | 60,042               |
| Foreign tax  | RM '000    | 66,126             | 53,670               | 30,950               |
| <b>Under/(Over) Provision in Prior Year</b>  |            |                    |                      |                      |
| Malaysia income tax  | RM '000    | 5,468              | (5,789)              | 368                  |
| Foreign tax  | RM '000    | (5,141)            | (47,471)             | 48,685               |
| <b>CLIMATE-RELATED INDICATOR</b>   |            |                    |                      |                      |
| Expenditure on climate-related initiatives   | RM         | 36,906,705.2       | 167,375,350          | 157,789,782          |
| Expenditure on environmental protection initiatives (including climate change and environmental management system) | RM         | 16,559,022.8       | 12,227,708           | 10,817,446           |
| <b>REVENUE</b>   |            |                    |                      |                      |
| <b>Lower-emission Vessels</b>  |            |                    |                      |                      |
| Aframax  | RM         | 318,877,625        | 84,543,706           | 90,320,715           |
| DPST   | RM         | 185,911,187        | 218,875,090          | 396,678,943          |
| VLCC   | RM         | 355,172,200        | 321,195,374          | 98,400,554           |
| VLEC   | RM         | 335,537,071        | 365,291,386          | 376,761,667          |
| LNGC   | RM         | 539,991,849        | 594,303,358          | 567,237,996          |
| <b>TOTAL</b>   | RM         | <b>875,528,920</b> | <b>1,584,208,914</b> | <b>1,529,399,875</b> |

For more details in our Financial performance, please refer to MISC's Financial Report 2025.

PERFORMANCE DATA

| ENVIRONMENTAL PILLAR  | Unit                      | 2025             | 2024       | 2023       |
|---|---------------------------|------------------|------------|------------|
| <b>GHG EMISSIONS</b>  |                           |                  |            |            |
| <b>Total GHG (Scope 1 and 2)</b>  | tonnes CO <sub>2</sub> e  | <b>3,282,230</b> | 3,795,420* | 4,160,578  |
| <b>Scope 1<sup>1</sup></b>  | tonnes CO <sub>2</sub> e  | <b>3,236,446</b> | 3,750,396* | 4,120,702  |
| <b>Scope 2</b>  | tonnes CO <sub>2</sub> e  | <b>45,783</b>    | 45,024     | 39,875     |
| CO <sub>2</sub> Biogenic <sup>A</sup>   | tonnes CO <sub>2</sub> e  | <b>913</b>       | 2,993      | 1,100      |
| <b>Total Scope 1</b>  | tonnes CO <sub>2</sub> e  | <b>3,236,446</b> | 3,750,396* | 4,120,702  |
| <b>Breakdown by Operations</b>  |                           |                  |            |            |
| <b>Shipping</b>   | tonnes CO <sub>2</sub> e  | <b>3,207,145</b> | 3,719,360* | 4,088,748  |
| - Gas   | tonnes CO <sub>2</sub> e  | <b>1,513,146</b> | 2,058,813  | 2,445,402  |
| - Petroleum   | tonnes CO <sub>2</sub> e  | <b>1,688,364</b> | 1,654,470* | 1,616,373  |
| - Product   | tonnes CO <sub>2</sub> e  | <b>0</b>         | 43*        | 21,848     |
| - Workboat  | tonnes CO <sub>2</sub> e  | <b>5,636</b>     | 6,034      | 5,125      |
| <b>Non Shipping</b>   | tonnes CO <sub>2</sub> e  | <b>29,301</b>    | 31,035     | 31,954     |
| <b>Total Scope 2</b>  | tonnes CO <sub>2</sub> e  | <b>45,783</b>    | 45,024     | 39,875     |
| <b>Breakdown by Operations</b>  |                           |                  |            |            |
| <b>Shipping</b>   | tonnes CO <sub>2</sub> e  | <b>139</b>       | 25         | -          |
| - Workboat  | tonnes CO <sub>2</sub> e  | <b>139</b>       | 25         | -          |
| <b>Non Shipping</b>   | tonnes CO <sub>2</sub> e  | <b>45,644</b>    | 44,999     | 39,875     |
| <b>Total Scope 3 (Material Categories)</b>  | tonnes CO <sub>2</sub> e  | <b>2,721,090</b> | 2,205,336* | 2,345,620* |
| <b>Breakdown by Category</b>  |                           |                  |            |            |
| Category 1-Purchased goods and services from MISC's Marine and Heavy Engineering Business | tonnes CO <sub>2</sub> e  | <b>76,218</b>    | 91,315     | 131,267    |
| Category 3-Fuel & Energy related activities   | tonnes CO <sub>2</sub> e  | <b>896,851</b>   | 1,080,428* | 1,133,237  |
| Category 8-Upstream Leased Assets   | tonnes CO <sub>2</sub> e  | <b>113,279</b>   | 12,951     | 44,310     |
| Category 13-Downstream Leased Assets  | tonnes CO <sub>2</sub> e  | <b>1,600,540</b> | 984,057    | 999,402    |
| Category 15-Investments   | tonnes CO <sub>2</sub> e  | <b>34,201</b>    | 36,585     | 37,404     |
| <b>AIR EMISSIONS</b>  |                           |                  |            |            |
| NO <sub>x</sub> emissions (reported data for shipping and non-shipping) <sup>6</sup>      | tonnes                    | <b>35,076</b>    | 39,181*    | 43,829.00  |
| SO <sub>x</sub> emissions (reported data for shipping and non-shipping) <sup>7 A</sup>    | tonnes                    | <b>3,648</b>     | 3,748*     | 3,933.00   |
| PM <sub>10</sub> emissions (reported data for non-shipping only) <sup>8 B</sup>           | tonnes                    | <b>3.07</b>      | 3.40       | 3.76       |
| <b>REFRIGERANT</b>  |                           |                  |            |            |
| Ozone Depleting Substances (ODS)  | tonnes                    | <b>0.08</b>      | 0.13       | 0.17       |
| <b>GHG EMISSIONS INTENSITY AND ANNUAL EFFICIENCY RATIO</b>                                |                           |                  |            |            |
| <b>ANNUAL EFFICIENCY RATIO (AER)</b>  |                           |                  |            |            |
| MISC Shipping Fleet (GAS and Petroleum) <sup>C</sup>                                      | gCO <sub>2</sub> e/ton-nm | <b>4.75</b>      | 5.14*      | 5.71       |
| <b>ANNUAL EFFICIENCY RATIO (AER CO<sub>2</sub>e)</b>                                      |                           |                  |            |            |
| MISC Shipping Fleet (GAS and Petroleum)   | gCO <sub>2</sub> e/ton-nm | <b>4.86</b>      | 5.25*      | 5.95       |
| <b>CII RATING</b>   |                           |                  |            |            |
| Vessel Rated A  | %                         | <b>18</b>        | 18         | 19         |
| Vessel Rated B  | %                         | <b>26</b>        | 28         | 23         |
| Vessel Rated C  | %                         | <b>29</b>        | 31         | 40         |
| Vessel Rated D  | %                         | <b>23</b>        | 16         | 13         |
| Vessel Rated E  | %                         | <b>5</b>         | 7          | 5          |

PERFORMANCE DATA

| ENVIRONMENTAL PILLAR  | Unit                            | 2025              | 2024        | 2023       |
|---|---------------------------------|-------------------|-------------|------------|
| <b>OPERATIONAL DATA</b>   |                                 |                   |             |            |
| Total distance travelled by vessels (GAS and Petroleum) <sup>11</sup>         | nautical miles (nm)             | <b>4,806,927</b>  | 5,361,462*  | 5,453,030  |
| <b>AVERAGE ENERGY EFFICIENCY INDEX (EEDI) FOR NEW VESSELS</b>                 |                                 |                   |             |            |
| LNGC  | gCO <sub>2</sub> /ton-nm        | <b>4.39</b>       | -           | 4.69       |
| VLEC  | gCO <sub>2</sub> /ton-nm        | -                 | -           | -          |
| LNG Dual-Fuel DPST  | gCO <sub>2</sub> /ton-nm        | -                 | -           | -          |
| Conventional DPST   | gCO <sub>2</sub> /ton-nm        | -                 | -           | -          |
| LNG Dual-Fuel VLCC  | gCO <sub>2</sub> /ton-nm        | -                 | -           | 1.67       |
| Shuttle Tanker  | gCO <sub>2</sub> /ton-nm        | -                 | 2.75        | -          |
| <b>ENERGY</b>   |                                 |                   |             |            |
| <b>TOTAL GROUP ENERGY CONSUMPTION</b>   | GJ                              | <b>47,077,798</b> | 56,486,224* | 59,997,493 |
| Heavy Fuel Oil <sup>3</sup>   | tonnes                          | <b>53,867</b>     | 56,457*     | 72,728     |
| Very-Low Sulphur Heavy Fuel Oil   | tonnes                          | <b>328,815</b>    | 324,456*    | 416,653    |
| Ultra-Low Sulphur Heavy Fuel Oil  | tonnes                          | <b>1,730</b>      | 1,446*      | 3,928      |
| Very-Low Sulphur Light Fuel Oil   | tonnes                          | <b>52,139</b>     | 81,130*     | -          |
| Ultra-Low Sulphur Light Fuel Oil  | tonnes                          | <b>2,647</b>      | 2,076       | -          |
| Marine Gas Oil  | tonnes                          | <b>59</b>         | 47          | 109        |
| Very-Low Sulphur Marine Fuel Oil  | tonnes                          | <b>131,315</b>    | 37,092*     | 3,922      |
| Ultra-Low Sulphur Marine Fuel Oil   | tonnes                          | <b>29,046</b>     | 124,094*    | 163,927    |
| Liquified Natural Gas   | tonnes                          | <b>429,558</b>    | 608,117*    | 672,031    |
| Propane   | litres                          | <b>324</b>        | 100         | -          |
| Diesel  | litres                          | <b>2,559,642</b>  | 2,553,337   | 419,889    |
| Biodiesel (from shipping)   | tonnes                          | <b>3,169</b>      | 12,905      | 5,329      |
| Biodiesel (from non-shipping)   | litres                          | <b>3,183,515</b>  | 3,791,840   | 6,625,386  |
| Petrol  | litres                          | <b>52,184</b>     | 68,492      | 49,189     |
| Compressed Natural Gas  | m <sup>3</sup>                  | <b>582,920</b>    | 470,254     | 405,000    |
| Liquified Petroleum Gas   | tonnes                          | <b>5</b>          | 7           | 6          |
| Electricity   | kWh                             | <b>68,734,837</b> | 67,621,966  | 59,881,813 |
| Ethane  | tonnes                          | <b>27,826</b>     | 13,790      | 1,221      |
| Renewable Energy <sup>4D</sup>  | MWh                             | <b>8,952</b>      | 8,826       | 8,827      |
| <b>ENERGY INTENSITY RATIO</b>   |                                 |                   |             |            |
| <b>Breakdown by Subsidiaries</b>  |                                 |                   |             |            |
| Shipping operations - GAS and Petroleum & Products                            | (GJ per million transport work) | <b>70</b>         | 79*         | 86         |
| Heavy & Marine Engineering  | (GJ per thousand man hours)     | <b>13</b>         | 11          | 12         |
| Maritime Education & Training   | GJ per million sales in RM)     | <b>152</b>        | 185         | 160        |
| Marine Services (Maritime Services)   | (GJ per hour)                   | <b>4</b>          | 4           | 4          |
| <b>WASTE</b>  |                                 |                   |             |            |
| <b>NON-SHIPPING OPERATIONS</b>  |                                 |                   |             |            |
| <b>TOTAL GENERATION OF GENERAL/NON-HAZARDOUS WASTE</b>                        | tonnes                          | <b>2,775</b>      | 2,630       | 5,220      |
| Total recycled/reused/recovered   | tonnes                          | <b>279</b>        | 250         | 151        |
| Total final disposal  | tonnes                          | <b>2,496</b>      | 2,380       | 5,069      |
| <b>TOTAL GENERATION OF HAZARDOUS WASTE</b>                                    | tonnes                          | <b>25,828</b>     | 16,739      | 19,904     |
| Total waste recycled/reused/recovered   | tonnes                          | <b>19,998</b>     | 16,198      | 19,087     |
| Total waste sent for disposal (incineration/landfill)                         | tonnes                          | <b>50</b>         | 42          | 17         |
| <b>SHIPPING OPERATIONS</b>  |                                 |                   |             |            |
| Ship oil sludge   | m <sup>3</sup>                  | <b>6,402</b>      | 6,799       | 6,537      |
| Ship operational effluent discharge - comprises bilge water and cargo residue | m <sup>3</sup>                  | <b>60,509</b>     | 58,696      | 63,761     |
| Operational effluent discharge per vessel per month - bilge water             | m <sup>3</sup>                  | <b>25</b>         | 30          | 30         |

PERFORMANCE DATA

| ENVIRONMENTAL PILLAR   | Unit           | 2025      | 2024                 | 2023    |
|--|----------------|-----------|----------------------|---------|
| Ship garbage   | m <sup>3</sup> | 5,585     | 6,826                | 6,974   |
| Ship garbage disposed to reception facility                            | m <sup>3</sup> | 4,704     | 5,829                | 5,995   |
| Ship garbage discharge to sea- Category B                              | m <sup>3</sup> | 428       | 460                  | 470     |
| Ship garbage incinerated on board                                      | m <sup>3</sup> | 453       | 537                  | 509     |
| <b>WATER</b>   |                |           |                      |         |
| <b>TOTAL FRESHWATER WITHDRAWAL</b>                                     | m <sup>3</sup> | 1,075,763 | 931,541 <sup>^</sup> | 883,033 |
| Total Freshwater Withdrawal from surface water                         | m <sup>3</sup> | 0         | 0                    | 0       |
| Total Freshwater Withdrawal from third-party service provider          | m <sup>3</sup> | 1,075,763 | 931,541 <sup>^</sup> | 883,033 |
| <b>WATER CONSUMPTION</b>   |                |           |                      |         |
| Water consumption (from vessels' freshwater generator)                 | m <sup>3</sup> | 272,967   | 294,461              | 308,930 |
| <b>BALLAST WATER</b>   |                |           |                      |         |
| Percentage of Fleet implementing Ballast Water Exchange and Treatment  |                |           |                      |         |
| - exchange <sup>12</sup>   | %              | NIL       | NIL                  | 1       |
| - treatment <sup>13</sup>  | %              | 100       | 100                  | 99      |
| <b>SPILLS</b>  |                |           |                      |         |
| Total spills <sup>9</sup>  | number         | 0         | 2                    | 2       |
| Average volume of spills and releases to the environment <sup>10</sup> | litres         | 0         | 6                    | 16      |
| <b>FINES/PENALTIES AND AUDITS</b>                                      |                |           |                      |         |
| Fines/penalties on environmental-related non-compliance                | number         | 0         | 2                    | 0       |
| Fines/penalties on environmental-related non-compliance                | RM             | 0         | 4,000                | 0       |
| Audit conducted on environmental-related matters <sup>#</sup>          | number         | 97        | 170                  | 153     |
| <b>ISO CERTIFICATION <sup>E</sup></b>                                  |                |           |                      |         |
| <b>ISO 50001 Energy Management System</b>                              | %              | 39        | 35                   | 32      |
| <b>Breakdown by Business Unit</b>                                      |                |           |                      |         |
| Gas Assets & Solutions   |                | No        | No                   | No      |
| Petroleum & Products   |                | No        | No                   | No      |
| Offshore   |                | No        | No                   | No      |
| Marine & Heavy Engineering   |                | No        | No                   | No      |
| Marine Services (Ship Management)                                      |                | Yes       | Yes                  | Yes     |
| Marine Services (Maritime Services)                                    |                | No        | No                   | No      |
| Maritime Education & Training  |                | No        | No                   | No      |
| <b>ISO 14001 Environmental Management System</b>                       | %              | 84        | 85                   | 86      |
| <b>Breakdown by Business Unit</b>                                      |                |           |                      |         |
| Gas Assets & Solutions   |                | No        | No                   | No      |
| Petroleum & Products   |                | No        | No                   | No      |
| Offshore   |                | Yes       | Yes                  | Yes     |
| Marine & Heavy Engineering   |                | Yes       | Yes                  | Yes     |
| Marine Services (Ship Management)                                      |                | Yes       | Yes                  | Yes     |
| Marine Services (Maritime Services)                                    |                | No        | No                   | No      |
| Maritime Education & Training  |                | No        | No                   | No      |

Note:  
<sup>1-13</sup> Referring to SASB indicator  
<sup>#</sup> Environmental audits including compliance audit that covers the following aspect; management system, waste, pollution, water, energy use and biodiversity  
<sup>\*</sup> Data has been restated post-IMO Data Collection System (DCS) verification  
<sup>^</sup> Data has been restated to reflect actual data  
<sup>A</sup> Data excludes six vessels fitted with scrubbers as the system configuration for quantifying SO<sub>x</sub> emissions from scrubber is ongoing  
<sup>B</sup> Data for non-shipping only  
<sup>C</sup> AER data calculated for total CO<sub>2</sub> emissions without any corrections or adjustment applied  
<sup>D</sup> Renewable energy from renewable energy certificate bought  
<sup>E</sup> ISO certification for business unit is subject to applicability and operational relevance

PERFORMANCE DATA

Training and Awareness Conducted in 2025

| Training Type  | Total Number of Programmes                            | Total Number of Participants  |
|--|---|---|
| Environment  | 5   | 1,103   |
| <b>Scope of ISO certification</b>  |   |   |
| Certification  | Entity  | Certification Scope   |
| ISO50001:2018 Energy Management System<br>ISO50001:2011 Energy Management System | MISC Shipmanagement (L) Pte. Ltd.                     | Provision of Fleet Management Services  |
|  | MISC Shipmanagement (S) Pte. Ltd.                     | Shore Management of operation of tanker   |
| ISO 14001:2015 Environment Management System                                     | MISC Shipmanagement (L) Pte. Ltd.                     | Provision of Fleet & Shipboard Operation Management Services  |
|  | MISC Shipmanagement (S) Pte. Ltd.                     | Shore Management of operation of tanker   |
|  | MISC Berhad (Offshore)                                | Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation & Maintenance and Decommissioning of Offshore Floating/Mobile Facilities  |
|  | Malaysia Marine and Heavy Engineering Holdings Berhad | i. Repair & Refurbishment, and Conversion of Ship and Marine Vessel.<br>ii. Engineering, Procurement, Construction, Hook Up, and Testing & Commissioning of Production System and its Facilities.<br>iii. Maintenance of Onshore Production Systems and its Facilities Including Fabrication and Testing & Commissioning.<br>iv. Project Management for Transportation and Installation of Offshore Production System and its Facilities.<br>v. Construction, Hook Up, Testing and Commissioning Of Production System and its Facilities. |

PERFORMANCE DATA

| SOCIAL PILLAR - HEALTH, SAFETY AND SECURITY  | Unit                    | 2025         | 2024        | 2023         |
|--|-------------------------|--------------|-------------|--------------|
| Working hours  | hours                   | 50,376,507.7 | 61,261,070* | 65,463,715*  |
| <b>Fatalities</b>  | number                  | <b>1</b>     | <b>1</b>    | <b>3</b>     |
| Employees  | number                  | <b>1</b>     | <b>1</b>    | <b>1</b>     |
| Contractor   | number                  | <b>0</b>     | <b>0</b>    | <b>2</b>     |
| <b>Number of Lost Time Injury (LTI)</b>  | number                  | <b>9</b>     | <b>2*</b>   | <b>4*</b>    |
| Employees  | number                  | <b>7</b>     | <b>1*</b>   | <b>1*</b>    |
| Contractor   | number                  | <b>2</b>     | <b>1</b>    | <b>3*</b>    |
| <b>Lost Time Injury Frequency (LTIF)</b>   | per 1 million man-hours | <b>0.20</b>  | <b>0.05</b> | <b>0.11*</b> |
| Employees  | per 1 million man-hours | <b>0.22</b>  | <b>0.05</b> | <b>0.05</b>  |
| Contractor   | per 1 million man-hours | <b>0.14</b>  | <b>0.05</b> | <b>0.19*</b> |
| <b>Total Recordable Case (TRC)</b>   | number                  | <b>14</b>    | <b>14</b>   | <b>21*</b>   |
| Employees  | number                  | <b>11</b>    | <b>8</b>    | <b>8*</b>    |
| Contractor   | number                  | <b>3</b>     | <b>6</b>    | <b>13*</b>   |
| <b>Total Recordable Case Frequency (TRCF)</b>  | per 1 million man-hours | <b>0.28</b>  | <b>0.23</b> | <b>0.32</b>  |
| Employees  | per 1 million man-hours | <b>0.30</b>  | <b>0.19</b> | <b>0.20</b>  |
| Contractor   | per 1 million man-hours | <b>0.22</b>  | <b>0.32</b> | <b>0.50</b>  |
| Total Recordable Occupational Illness Frequency (TROF)   | per 1 million man-hours | <b>0.00</b>  | <b>0.03</b> | <b>0.00</b>  |
| <b>FINES/PENALTIES AND AUDIT</b>   |                         |              |             |              |
| Incidents of non-compliance concerning the health and safety impacts of products and services  | number                  | <b>0</b>     | <b>0</b>    | <b>0</b>     |
| Health and Safety Audits (as part of the HSSEMS assurance)   | number                  | <b>17</b>    | <b>25</b>   | <b>25</b>    |
| <b>ISO CERTIFICATION</b>   |                         |              |             |              |
| <b>ISO 45001 Occupational Health and Safety Management System/ISO 18001 Occupational Health and Safety Management System Certification</b> | %                       | <b>87</b>    | <b>87</b>   | <b>86</b>    |
| <b>Breakdown by Business Unit</b>  |                         |              |             |              |
| Gas Assets & Solutions   |                         | <b>No</b>    | No          | No           |
| Petroleum & Products   |                         | <b>No</b>    | No          | No           |
| Offshore   |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine & Heavy Engineering   |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine Services (Ship Management)  |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine Services (Port Management & Maritime Services)  |                         | <b>Yes</b>   | No          | No           |
| Maritime Education and Training  |                         | <b>No</b>    | No          | No           |
| <b>ISO 9001 Quality Management System</b>  | %                       | <b>98</b>    | <b>98</b>   | <b>98</b>    |
| <b>Breakdown by Business Unit</b>  |                         |              |             |              |
| Gas Assets & Solutions   |                         | <b>No</b>    | No          | No           |
| Petroleum & Products   |                         | <b>Yes</b>   | Yes         | Yes          |
| Offshore   |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine & Heavy Engineering   |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine Services (Ship Management)  |                         | <b>Yes</b>   | Yes         | Yes          |
| Marine Services (Port Management & Maritime Services)  |                         | <b>Yes</b>   | Yes         | Yes          |
| Maritime Education & Training  |                         | <b>Yes</b>   | Yes         | Yes          |

Note:

\* Figures have been restated to reflect the reclassification of incidents and updates to the underlying data

PERFORMANCE DATA

Scope of ISO certification

| Certification  | Entity   | Certification Scope   |
|--|--|---|
| ISO 45001:2018 Occupational Health and Safety Management System                                  | MISC Berhad (Offshore)                                     | Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation & Maintenance and Decommissioning of Offshore Floating/Mobile Facilities  |
|  | MISC Shipmanagement (L) Pte. Ltd.                          | Provision of Fleet & Shipboard Operation Management Services  |
|  | MISC Shipmanagement (S) Pte. Ltd.                          | Management of tanker operations   |
| ISO 9001:2015 Quality Management System  | Malaysia Marine and Heavy Engineering Holdings Berhad      | i. Repair & Refurbishment, and Conversion of Ship and Marine Vessel<br>ii. Engineering, Procurement, Construction, Hook Up, and Testing & Commissioning of Production System and its Facilities<br>iii. Maintenance of Onshore Production Systems and its Facilities Including Fabrication and Testing & Commissioning<br>iv. Project Management for Transportation and Installation of Offshore Production System and its Facilities<br>v. Construction, Hook Up, Testing and Commissioning Of Production System and its Facilities  |
|  | MISC Berhad (Offshore)                                     | Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation & Maintenance and Decommissioning of Offshore Floating/Mobile Facilities  |
|  | AET Tankers Pte. Ltd.                                      | Asset acquisition, commercial management and management of operations of owned and in chartered vessels including provision of ship lightering and support services.  |
|  | MISC Shipmanagement (L) Pte. Ltd.                          | Provision of Fleet & Shipboard Operation Management Services  |
|  | MISC Shipmanagement (S) Pte. Ltd.                          | Management of tanker operations   |
| ISO 55001:2014 Assets Management System  | Malaysia Maritime Services Sdn. Bhd.                       | - Provision of Maritime Services<br>- Provision of Corporate Support Services<br>- Provision of Port & Terminal Management Services   |
|  | Maritime Education & Training (Akademi Laut Malaysia-ALAM) | Provision of Standard for Training, Certification, and Watchkeeping for Seafarers(STCW) Training Courses for Maritime Personnel   |
|  | Malaysia Marine and Heavy Engineering Holdings Berhad      | i. Repair, Construction, Refurbishment and Conversion of Ships & Marine Vessels<br>ii. Engineering, Procurement, Construction, Hook Up, Testing & Commissioning and Maintenance of Production System and Its Facilities<br>iii. Fabrication, Testing, Commissioning and Maintenance of Onshore Production Systems and Its Facilities<br>iv. Project Management for Transportation and Installation of Offshore Production System and Its Facilities<br>v. Construction, Hook Up, Testing and Commissioning and Maintenance of Production System and Its Facilities<br><br>* Scope cover MMHE East and MMHE Melaka |
| ISO 55001:2014 Assets Management System  | MISC Berhad (Offshore)                                     | Provision of Asset management services for Floating/Mobile Facilities   |
| ISO 29001:2020 Quality Management System for Petroleum, Petrochemical and Natural Gas Industries | MISC Berhad (Offshore)                                     | Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation & Maintenance and Decommissioning of Offshore Floating/Mobile Facilities  |

Training and Awareness Conducted in 2025

| Training Type                            | Total Number of Programmes | Total Number of Participants |
|--|----------------------------|------------------------------|
| Safety & Loss Prevention                 | 8                          | 298                          |
| Occupational Health & Industrial Hygiene | 13                         | 1,480                        |
| Policies & Strategies                    | 54                         | 1,983                        |
| Audit & Assurance                        | 4                          | 97                           |
| Security                                 | 2                          | 391                          |
| Sustainability                           | 12                         | 1,005                        |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE                         | Unit     | 2025         | 2024         | 2023           |
|---|----------|--------------|--------------|----------------|
| <b>EMPLOYEES</b>  |          |              |              |                |
| Total Employees   | number   | 8,630        | 9,536        | 10,435         |
| <b>Employees by location and gender</b>                   |          |              |              |                |
| Sea   | number,% | 3,663 42.44% | 3,936 41.28% | 3,982.0 38.16% |
| Shore   | number,% | 4,967 57.56% | 5,600 58.72% | 6,453.0 61.84% |
| <b>Female Employees</b>                                   | number,% | 1,360 15.75% | 1,476 15%    | 1,588.0 15%    |
| Sea   | number,% | 94 6.92%     | 86 5.83%     | 72.0 4.53%     |
| Shore   | number,% | 1,266 93.08% | 1,390 94.17% | 1,516.0 95.47% |
| <b>Male Employees</b>                                     | number,% | 7,270 84.24% | 8,060 84.52% | 8,847.0 84.78% |
| Sea   | number,% | 3,569 49.09% | 3,850 47.77% | 3,910.0 44.42% |
| Shore   | number,% | 3,701 51.91% | 4,210 52.23% | 4,937.0 55.58% |
| <b>Employees by age group</b>                             |          |              |              |                |
| 30 and below  | number,% | 1,991 23.07% | 2,329 24.42% | 3,016 28.99%   |
| 31-50 years old   | number,% | 5,524 64.01% | 6,005 62.97% | 6,252 59.91%   |
| Over 50 years old   | number,% | 1,115 12.92% | 1,202 12.60% | 1,167 11.18%   |
| <b>Employees by employment category</b>                   |          |              |              |                |
| <b>Senior/Top Management</b>                              | number,% | 120 1.39%    | 127 1.33%    | 121 1.16%      |
| Female  | number,% | 28 23.33%    | 24 18.90%    | 22 18.18%      |
| Male  | number,% | 92 76.67%    | 103 81.10%   | 99 81.82%      |
| <b>Middle Management</b>                                  | number,% | 241 2.79%    | 230 2.41%    | 210 2.01%      |
| Female  | number,% | 65 26.97%    | 66 28.70%    | 58 27.62%      |
| Male  | number,% | 176 73.03%   | 164 71.30%   | 152 72.38%     |
| <b>Junior Management</b>                                  | number,% | 778 9.02%    | 754 7.91%    | 749 7.18%      |
| Female  | number,% | 201 25.84%   | 178 23.61%   | 187 24.97%     |
| Male  | number,% | 577 74.16%   | 576 76.39%   | 562 75.03%     |
| <b>Executives/Officers</b>                                | number,% | 3,927 45.50% | 4,340 45.51% | 4,480 42.93%   |
| Female  | number,% | 794 20.22%   | 807 18.59%   | 798 17.81%     |
| Male  | number,% | 3,133 79.78% | 3,533 81.41% | 3,682 82.19%   |
| <b>Non-Executives/Ratings</b>                             | number,% | 3,564 41.30% | 4,085 42.84% | 4,875 46.72%   |
| Female  | number,% | 272 7.63%    | 402 9.84%    | 523 10.73%     |
| Male  | number,% | 3,292 92.37% | 3,683 90.16% | 4,352 89.27%   |
| <b>Management position in revenue generating function</b> | number,% | 652 7.56%    | 653 6.85%    | 630 6.04%      |
| Female  | number,% | 104 15.95%   | 93 14.24%    | 100 15.87%     |
| Male  | number,% | 548 84.05%   | 560 85.76%   | 530 84.13%     |
| <b>STEM-related function</b>                              | number   | 4,499        | 4,387        | 5,179          |
| Female  | number,% | 612 13.60%   | 793 18.08%   | 881 16.95%     |
| Male  | number,% | 3,887 86.40% | 3,594 81.92% | 4,316 83.05%   |
| Employee basic salary by gender (Male:Female)             | ratio    | 1.08:1       | 1.01:1       | 1.1:1          |
| <b>Employee with disability</b>                           | number   | 4            | 5            | 5              |
| Female  | number,% | 1 25.00%     | 1 20.00%     | 1 20.00%       |
| Male  | number,% | 3 75.00%     | 4 80.00%     | 4 80.00%       |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE                                 | Unit     | 2025         | 2024         | 2023         |
|---|----------|--------------|--------------|--------------|
| <b>EMPLOYEES</b>  |          |              |              |              |
| <b>Employees by countries of operation (shore employees only)</b> |          |              |              |              |
| Malaysia  | number,% | 3,957 79.91% | 5,261 94.10% | 6,108 94.70% |
| Bangladesh  | number,% | 384 7.75%    | 0 0.00%      | 0 0%         |
| Brazil  | number,% | 23 0.46%     | 20 0.36%     | 19 0.29%     |
| India   | number,% | 26 0.53%     | 23 0.41%     | 28 0.43%     |
| Indonesia   | number,% | 79 1.60%     | 0 0.00%      | 0 0%         |
| Japan   | number,% | 7 0.14%      | 0 0.00%      | 1 0.02%      |
| Nepal   | number,% | 43 0.87%     | 0 0.00%      | 0 0%         |
| Netherlands   | number,% | 5 0.10%      | 5 0.09%      | 5 0.08%      |
| Norway  | number,% | 2 0.04%      | 2 0.04%      | 2 0.03%      |
| Pakistan  | number,% | 112 2.26%    | 0 0.00%      | 0 0%         |
| Philippines   | number,% | 39 0.79%     | 0 0.00%      | 0 0%         |
| Saudi Arabia  | number,% | 1 0.02%      | 1 0.02%      | 1 0.02%      |
| Singapore   | number,% | 177 3.57%    | 189 3.38%    | 190 2.94%    |
| South Korea   | number,% | 0 0.00%      | 0 0.00%      | 4 0.06%      |
| Thailand  | number,% | 1 0.02%      | 0 0.00%      | 0 0%         |
| United Kingdom  | number,% | 17 0.34%     | 16 0.29%     | 19 0.29%     |
| United States   | number,% | 78 1.58%     | 73 1.31%     | 75 1.16%     |
| Vietnam   | number,% | 1 0.02%      | 0 0.00%      | 0 0%         |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE | Unit     | 2025  | 2024  | 2023  |
|-----------------------------------|----------|-------|-------|-------|
| <b>NATIONALITY</b>                |          |       |       |       |
| Malaysian                         | number,% | 5,848 | 6,498 | 7,192 |
| Australia                         | number,% | 2     | 3     | 5     |
| Algeria                           | number,% | 0     | 7     | 11    |
| Bangladesh                        | number,% | 453   | 476   | 534   |
| Belgium                           | number,% | 0     | 1     | 1     |
| Brazil                            | number,% | 188   | 207   | 204   |
| Bulgaria                          | number,% | 1     | 1     | 1     |
| Canada                            | number,% | 4     | 3     | 3     |
| China                             | number,% | 79    | 85    | 90    |
| Croatia                           | number,% | 0     | 1     | 2     |
| Egypt                             | number,% | 1     | 1     | 1     |
| France                            | number,% | 1     | 3     | 3     |
| Germany                           | number,% | 0     | 0     | 1     |
| Ghana                             | number,% | 32    | 33    | 35    |
| Greece                            | number,% | 2     | 2     | 2     |
| Hong Kong                         | number,% | 1     | 0     | 0     |
| India                             | number,% | 817   | 849   | 889   |
| Indonesia                         | number,% | 95    | 124   | 137   |
| Italy                             | number,% | 2     | 3     | 2     |
| Iran                              | number,% | 0     | 1     | 1     |
| Japan                             | number,% | 4     | 5     | 5     |
| Latvia                            | number,% | 1     | 2     | 3     |
| Libya                             | number,% | 0     | 1     | 0     |
| Mexico                            | number,% | 1     | 1     | 2     |
| Myanmar                           | number,% | 22    | 22    | 22    |
| Nepal                             | number,% | 43    | 69    | 85    |
| Netherlands                       | number,% | 5     | 5     | 5     |
| Nigeria                           | number,% | 5     | 7     | 9     |
| Norway                            | number,% | 3     | 2     | 3     |
| Pakistan                          | number,% | 122   | 162   | 189   |
| Philippines                       | number,% | 580   | 630   | 653   |
| Poland                            | number,% | 31    | 34    | 39    |
| Portugal                          | number,% | 1     | 2     | 3     |
| Romania                           | number,% | 1     | 2     | 3     |
| Russia                            | number,% | 18    | 20    | 17    |
| Saint Kitts and Nevis             | number,% | 2     | 2     | 0     |
| Saudi Arabia                      | number,% | 1     | 1     | 1     |
| Singapore                         | number,% | 115   | 114   | 112   |
| South Africa                      | number,% | 1     | 1     | 1     |
| South Korea                       | number,% | 2     | 3     | 3     |
| Sweden                            | number,% | 3     | 2     | 2     |
| Thailand                          | number,% | 1     | 1     | 1     |
| Turkey                            | number,% | 1     | 1     | 1     |
| Ukraine                           | number,% | 41    | 49    | 57    |
| United Kingdom                    | number,% | 16    | 17    | 20    |
| United States                     | number,% | 60    | 56    | 56    |
| Vietnam                           | number,% | 1     | 2     | 2     |
| Yemen                             | number,% | 23    | 25    | 27    |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE                | Unit     | 2025     | 2024   | 2023   |
|--|----------|----------|--------|--------|
| <b>Race and Ethnicity (shore employees only)</b> |          |          |        |        |
| Malay  | number,% | 3,634    | 4,137  | 4,826  |
| Chinese  | number,% | 124      | 156    | 150    |
| Indian   | number,% | 121      | 195    | 217    |
| Others   | number,% | 1,073    | 1,112  | 1,260  |
| <b>EMPLOYMENT TYPE</b>                           |          |          |        |        |
| Permanent  | number,% | 2,676    | 2,831  | 2,756  |
| Contract & Third Party                           | number,% | 5,954    | 6,705  | 7,679  |
| <b>NEW HIRES</b>                                 |          |          |        |        |
| Total new hires (shore employees)                | number   | 441      | 544    | 2,235  |
| Hires rate                                       | %        | 9%       | 10%    | 35%    |
| <b>By age group</b>                              |          |          |        |        |
| 30 and below                                     | number,% | 130      | 236    | 1,257  |
| 31-50 years old                                  | number,% | 291      | 285    | 912    |
| Over 50 years old                                | number,% | 21       | 23     | 66     |
| <b>By gender</b>                                 |          |          |        |        |
| Female   | number,% | 136      | 182    | 470    |
| Male   | number,% | 306      | 362    | 1,765  |
| <b>By employment category</b>                    |          |          |        |        |
| Senior/Top Management                            | number,% | 10       | 9      | 16     |
| Middle Management                                | number,% | 24       | 22     | 17     |
| Junior Management                                | number,% | 83       | 68     | 97     |
| Executives/Officers                              | number,% | 239      | 289    | 763    |
| Non-Executives/Ratings                           | number,% | 86       | 156    | 1,342  |
| <b>By countries of operation</b>                 |          |          |        |        |
| Malaysia   | number,% | 399      | 496    | 2,179  |
| Brazil   | number,% | 7        | 5      | 7      |
| India  | number,% | 2        | 1      | 9      |
| Singapore  | number,% | 18       | 28     | 20     |
| UK   | number,% | 4        | 4      | 4      |
| USA  | number,% | 12       | 10     | 16     |
| Average hiring cost                              | USD      | 2,787.48 | 2,601  | 885    |
| <b>Internal mobility</b>                         |          |          |        |        |
| Female   | number,% | 390      | 195    | 233    |
| Male   | number,% | 558      | 1,002  | 599    |
| Total new hires (seafarers)                      | number   | 77       | 122    | 165    |
| <b>TURNOVER</b>                                  |          |          |        |        |
| Total turnover (shore employees)                 | number   | 1,046    | 1,400  | 898    |
| Attrition rate                                   | %        | 21.12%   | 23.20% | 15.60% |
| Voluntary rate                                   | %        | 8.44%    | 9.90%  | 8.50%  |
| <b>By age group</b>                              |          |          |        |        |
| 30 and below                                     | number,% | 319      | 578    | 357    |
| 31-50 years old                                  | number,% | 584      | 666    | 456    |
| Over 50 years old                                | number,% | 143      | 156    | 85     |
| <b>By gender</b>                                 |          |          |        |        |
| Female   | number,% | 256      | 330    | 202    |
| Male   | number,% | 790      | 1,070  | 696    |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE                    | Unit     | 2025            | 2024            | 2023          |
|--|----------|-----------------|-----------------|---------------|
| <b>By countries of operations</b>                    |          |                 |                 |               |
| Malaysia   | number,% | 1,015<br>97.04% | 1,355<br>96.79% | 858<br>95.55% |
| Brazil   | number,% | 3<br>0.29%      | 5<br>0.36%      | 2<br>0.22%    |
| India  | number,% | 4<br>0.38%      | 5<br>0.36%      | 2<br>0.22%    |
| Singapore  | number,% | 16<br>1.53%     | 19<br>1.36%     | 20<br>2.23%   |
| UK   | number,% | 3<br>0.27%      | 7<br>0.50%      | 3<br>0.33%    |
| USA  | number,% | 5<br>0.48%      | 9<br>0.64%      | 13<br>1.45%   |
| <b>By employment category</b>                        |          |                 |                 |               |
| Senior/Top Management                                | number,% | 21<br>2.00%     | 16<br>1.14%     | 23<br>2.56%   |
| Middle Management                                    | number,% | 38<br>3.63%     | 17<br>1.21%     | 33<br>3.67%   |
| Junior Management                                    | number,% | 105<br>10.04%   | 92<br>6.57%     | 97<br>10.80%  |
| Executives/Officers                                  | number,% | 405<br>38.72%   | 442<br>31.57%   | 284<br>31.62% |
| Non-Executives/Ratings                               | number,% | 477<br>45.60%   | 833<br>59.50%   | 461<br>51.34% |
| <b>Total turnover (seafarers)</b>                    | number   | 560             | 392             | 584           |
| Total Voluntary turnover (seafarers)                 | number   | 552             | 931             | 916           |
| <b>Seafarer's that joined Corporate Position</b>     |          | 7               | 9               | 8             |
| Female   | number   | 0               | 2               | 0             |
| Male   | number   | 7               | 7               | 8             |
| <b>KEY TALENT DEVELOPMENT</b>                        |          |                 |                 |               |
| <b>Total training hours</b>                          | hours    | 176,505         | 225,261         | 287,262       |
| Total training hours by employment category          | hours    | 176,505         | 225,261         | 287,262       |
| Senior/Top Management                                | hours    | 4,817           | 3,894           | 4,643         |
| Middle Management                                    | hours    | 7,810           | 9,410           | 9,400         |
| Junior Management                                    | hours    | 42,052          | 31,514          | 74,462        |
| Executives/Officers                                  | hours    | 87,298          | 98,785          | 135,636       |
| Non-Executives/Ratings                               | hours    | 34,529          | 81,658          | 67,498        |
| <b>Average training hours per employee</b>           | hours    | 20.5            | 24              | 28            |
| <b>Average training hours by gender</b>              |          |                 |                 |               |
| Female   | hours    | 20              | 41              | 31            |
| Male   | hours    | 25              | 21              | 26            |
| <b>Average training hours by employment category</b> |          |                 |                 |               |
| Senior/Top Management                                | hours    | 40              | 31              | 38            |
| Middle Management                                    | hours    | 33              | 41              | 45            |
| Junior Management                                    | hours    | 54              | 42              | 99            |
| Executives/Officers                                  | hours    | 22              | 37              | 43            |
| Non-Executives/Ratings                               | hours    | 10              | 36              | 15            |
| <b>Number of training days</b>                       | days     | 22,063          | 28,158          | 35,953        |
| Male   | days     | 4,174           | 7,480           | 6,306         |
| Female   | days     | 17,889          | 20,677          | 29,646        |
| <b>Total amount of training invested</b>             | USD      | 9,513,661       | 11              | 12            |
| <b>Average amount invested per employee</b>          | USD      | 1,102           | 1,720           | 1,143         |
| <b>PERFORMANCE MANAGEMENT</b>                        |          |                 |                 |               |
| <b>Performance Appraisal</b>                         | %        | 100%            | 100%            | 100%          |
| Female   | %        | 16%             | 28%             | 17%           |
| Male   | %        | 84%             | 72%             | 83%           |

PERFORMANCE DATA

| SOCIAL PILLAR - TALENT EXCELLENCE   | Unit     | 2025         | 2024         | 2023         |
|---|----------|--------------|--------------|--------------|
| <b>PARENTAL LEAVE</b>   |          |              |              |              |
| <b>Employees Taking Parental Leave</b>  | number   | 214          | 236          | 160          |
| Female  | number,% | 48<br>22%    | 67<br>28%    | 67<br>42%    |
| Male  | number,% | 166<br>78%   | 169<br>72%   | 93<br>58%    |
| <b>Employees Returned after Parental Leave ended</b>  | number   | 206          | 234          | 154          |
| Female  | number,% | 43<br>21%    | 65<br>28%    | 61<br>40%    |
| Male  | number,% | 163<br>79%   | 169<br>72%   | 93<br>60%    |
| <b>Employees Returned after Parental Leave ended, still employed 12 months after return to work</b> | number   | 195          | 230          | 151          |
| Female  | number,% | 42<br>22%    | 61<br>27%    | 61<br>40%    |
| Male  | number,% | 153<br>78%   | 169<br>73%   | 90<br>60%    |
| <b>EMPLOYEE ENGAGEMENT</b>  |          |              |              |              |
| <b>Employee Engaged</b>   | %        | N/A          | 97           | 95           |
| Female  | %        | N/A          | N/A          | N/A          |
| Male  | %        | N/A          | N/A          | N/A          |
| <b>Unionised Employees</b>  | number,% | 1,021<br>12% | 1,160<br>12% | 1,248<br>12% |
| <b>Breakdown by countries of operation</b>  |          |              |              |              |
| Malaysia  | number,% | 211<br>21%   | 291<br>25%   | 289<br>23%   |
| Singapore   | number,% | 0<br>0       | 0<br>0%      | 0<br>0%      |
| United Kingdom  | number,% | 0<br>0       | 0<br>0       | 0<br>0       |
| United States of America  | number,% | 0<br>0       | 0<br>0       | 0<br>0       |
| Japan   | number,% | 0<br>0       | 0<br>0       | 0<br>0       |
| Brazil  | number,% | 12<br>1%     | 11<br>1%     | 10<br>1%     |
| Others  | number,% | 798<br>78%   | 858<br>74%   | 949<br>76%   |

## PERFORMANCE DATA

### Training and Awareness Conducted in 2025

| No | Training Type  | Programme Title  | Content Description  | Number of Participant |
|----|--|--|--|-----------------------|
| 1  | Core Training  | <ul style="list-style-type: none"> <li>Generative HSSE Culture</li> <li>Human Rights Management</li> <li>MISC Anti-Bribery and Corruption Policy and Guidelines</li> <li>MISC Code of Conduct and Business Ethics (CoBE)</li> <li>MISC Competition Law Personal Data Protection and Privacy</li> </ul>   | <ul style="list-style-type: none"> <li>Compulsory corporate training that is rolled out to all employees aimed at strengthening employees' awareness and adherence to the Group's HSSE standards, ethical business conduct, human rights commitments, regulatory compliance, and data protection practices.</li> </ul>   | 2,183                 |
| 2  | Functional And Technical Skills Development                        | <ul style="list-style-type: none"> <li>Techno-Commercial Excellence in Maritime (TEXiM)</li> <li>MISC Professional Engineer Development Programme</li> <li>Port and Terminal Multiskilling Programme</li> <li>Collaboration with Universities and TVET Institutions for Heavy Engineering</li> <li>Awareness on Energy-Saving Technologies for Petroleum and Products</li> <li>Steam to Motor Upskilling Programme and Ammonia Vessels readiness</li> <li>Tropical Basic Offshore Safety Induction &amp; Emergency Training with Compressed Air Emergency Breathing System (CA-EBS) and Travel Safely By Boat Initial Training (OPITO Approved)</li> <li>Data Storytelling &amp; Visualization Masterclass</li> <li>Malaysia Maritime Week 2025 Conference</li> <li>MISC ISSB Capability Development Workshop</li> </ul> | <ul style="list-style-type: none"> <li>Structured in-house programme designed to strengthen techno-commercial skills to bridge technical expertise and commercial acumen that is fit for purpose for MISC in the space of maritime industry, while fostering cross-entity collaboration.</li> <li>MISC launched a Professional Engineer Development Programme in collaboration with Board of Engineers Malaysia (BEM) reflecting MISC's commitment to elevate the capabilities of its engineering workforce while supporting the technical talents in attaining professional engineering accreditation.</li> <li>Certifies Marine Executives to perform multiple roles; Marine Controller, Offshore Pilotage, Loading Master, and Marine Pilot. This develops multi-skilled executives to enhance operational efficiency and versatility by equipping participants with the knowledge and competencies across these disciplines, enabling them to safely and effectively manage complex, next-generation fleet operations.</li> <li>Strengthen organisational understanding of alternative fuels in support of the MISC Group's decarbonisation agenda.</li> <li>Strengthened critical technical and functional capabilities to support MISC's expanding global operations, focusing on compliance excellence, operational safety, data-driven decision-making and industry-relevant competencies.</li> </ul>  | 1,605                 |
| 3  | MISC Leadership Development Intervention – Foundational Programmes | <p><b>Leadership Pathway (Leader+)</b></p> <ul style="list-style-type: none"> <li>Emerging Leaders Programme (ELP) for Managers</li> <li>Strategic Leaders Programme (SLP) for Senior Managers and General Managers</li> </ul> <p><b>Leadership Pathway (Signature Series)</b></p> <ul style="list-style-type: none"> <li>Senior Leaders Series (SLS) for Senior Managers and above</li> <li>Leaders Development Series (LDS) for Managers</li> <li>Executive Development Series (EDS) for Executives and Support Group</li> </ul> <p><b>Leader As Coach (LAC)</b></p>   | <ul style="list-style-type: none"> <li>The Leadership Pathway is a series of accelerated development programmes designed for Successors and High-Potentials (Leader+) and masses (Signature Series), aimed at developing their leadership capabilities in building a progressive pipeline of leaders for MISC Group.</li> <li>It helps participants in establishing strong personal leadership foundations, strengthening self-awareness, emotional intelligence and ability to influence others, and ultimately cultivate strategic thinking and enterprise-wide leadership.</li> <li>The programmes are delivered through experiential learning ranging from six months to two years. It comprises engaging lectures, case studies and business simulations, coaching sessions and group assignments to provide a fully immersive learning experience.</li> <li>Participants are also given access to faculty who guide them through leadership concepts, stimulate critical thinking, and connect learning to real organisational challenges.</li> <li>At the end of the programmes, the proficiencies gained will enhance participants' leadership perspective at work and promote the right behaviors in increasing their readiness to assume greater roles.</li> <li>Leader as Coach (LAC), is a 12-16 week development programme designed to strengthen coaching capability and embed a sustainable coaching culture within the organisation.</li> <li>It supports leaders in building the mindset through a blended learning journey comprising preparatory learning, interactive workshops, and applied workplace practice.</li> <li>Through this programme, participants will develop the confidence and capability to lead impactful coaching conversations and leverage coaching as a tool to enhance business performance and people's well-being.</li> </ul> | 146                   |

## PERFORMANCE DATA

| No | Training Type               | Programme Title  | Content Description   | Number of Participant |
|----|-----------------------------|--|---|-----------------------|
| 4  | Other Leadership Programmes | <ul style="list-style-type: none"> <li>Transformational Leadership</li> <li>Self-learning and e-learning content</li> <li>Programmes such as Critical Thinking &amp; Problem Solving, Coaching, Crisis Management, Diversity, Learning Agility for the Future of Work, Becoming Agile</li> </ul> | <ul style="list-style-type: none"> <li>Collaborated with external learning partners to convert the content of our leadership programmes into virtual platforms.</li> <li>Addressed mindset change, creative problem-solving and communication gaps.</li> <li>Developed the next generation of leaders for the organisation through a structured employee succession planning programme that supports workers by identifying gaps in their skillsets and conducting planned interventions to enhance their capabilities.</li> </ul>  | 1,128                 |
| 5  | Culture                     | <ul style="list-style-type: none"> <li>MISC Leadership Dialogue (MLD)</li> <li>Living the MISC Culture</li> <li>Executive Leadership Team (ELT) Step Back Moment</li> <li>Enterprise Culture: Accountability, Collaboration, Generations Diversity</li> </ul>                                    | <ul style="list-style-type: none"> <li>Experiential development was systematically deployed alongside formal learning through cross-functional projects, enterprise task forces, international exposure, stretch roles and transformation initiatives. These assignments were intentionally aligned to individual capability gaps and succession needs to drive direct business impact.</li> <li>The aim is to strengthen and reinforce Diversity and Inclusion (D&amp;I) culture, ensuring that these values are deeply embedded in the employees to enhance employee engagement, promote equal opportunities, and create a workplace where diverse perspectives are valued and embraced.</li> </ul> | 428                   |

PERFORMANCE DATA

| GOVERNANCE PILLAR  | Unit   | 2025 | 2024 | 2023 |
|--|--------|------|------|------|
| <b>ANTI-BRIBERY &amp; ANTI-CORRUPTION</b>  |        |      |      |      |
| Anti-bribery Management System (ABMS) number of assurances                                 | number | 12   | 12   | 18   |
| Percentage of operations assessed for corruption related risks                             | %      | 100  | 100  | 100  |
| Confirmed incidents of corruption and action taken   | number | 0    | 0    | 0    |
| Monetary losses as a result of legal proceedings associated with bribery or corruption     | number | 0    | 0    | 0    |
| <b>WHISTLEBLOWING</b>  |        |      |      |      |
| Number of cases received   | number | 73   | 65   | 35   |
| Number of cases on-going   | number | 42   | 36   | 11   |
| Number of cases investigated   | number | 30   | 29   | 35   |
| Number of cases closed   | number | 31   | 29   | 24   |
| <b>COMPETITION PROTOCOLS AND OTHER CRITICAL LAW</b>  |        |      |      |      |
| Legal actions for anti-competitive behaviour, anti-trust, monopoly practises and other law | number | 0    | 0    | 0    |
| <b>PERSONAL DATA AND INFORMATION</b>   |        |      |      |      |
| Complaints concerning breaches of Customer Privacy and losses of customer data             | number | 0    | 0    | 0    |
| Substantiate complaints from regulatory  | number | 0    | 0    | 0    |
| Substantiate complaints from external  | number | 0    | 0    | 0    |
| Public policy positions/Political Contributions  |        |      |      |      |
| Contribution to Political related agenda   | number | 0    | 0    | 0    |
| Expenditure on lobbying activities   | number | 0    | 0    | 0    |
| Third party compliance due diligence   |        |      |      |      |
| Compliance due diligence and risk assessment completed                                     |        | 374  | 528  | 473  |
| <b>CODE OF CONDUCT AND BUSINESS ETHICS</b>   |        |      |      |      |
| Coverage   | %      |      |      |      |
| Employees  | %      | 100  | 100  | 100  |
| Contractors/suppliers/service providers  | %      | 100  | 100  | 100  |
| Subsidiaries   | %      | 100  | 100  | 100  |
| Joint venture (incl.stakes above 10%)  | %      | 50   | 71   | 58   |
| <b>Written/Digital Acknowledgement</b>   |        |      |      |      |
| Employees  | %      | 100  | 100  | 100  |
| Contractors/suppliers/service providers  | %      | 100  | 100  | 83   |
| Subsidiaries   | %      | 100  | 97   | 93   |
| Joint venture (incl.stakes above 10%)  | %      | 7    | 20   | 33   |
| <b>Training Provided</b>   |        |      |      |      |
| Employees  | %      | 96   | 100  | 100  |
| Contractors/suppliers/service providers  | %      | 8    | 5    | 7    |
| Subsidiaries   | %      | 79   | 89   | 58   |
| Joint venture (incl.stakes above 10%)  | %      | 84   | 84   | 78   |
| <b>Audits</b>  |        |      |      |      |
| Audits on five critical legal areas  | number | 5    | 6    | 0    |
| <b>HUMAN RIGHTS</b>  |        |      |      |      |
| Number of human rights cases received  | number | 22   | N/A  | N/A  |
| Number of substantiated human rights cases   | number | 0    | 9    | 11   |
| Number of harassment and discrimination  | number | 18   | 9    | 0    |
| Number of training sessions conducted  | number | 12   | 9    | 2    |

PERFORMANCE DATA

| SUPPLY CHAIN   | Unit   | 2025  | 2024  | 2023  |
|--|--------|-------|-------|-------|
| <b>SUPPLIER SCREENING</b>  |        |       |       |       |
| Total Supplier   | number | 2,188 | 2,660 | 2,466 |
| <b>TIER 1 SUPPLIER</b>   |        |       |       |       |
| Total Tier 1 Supplier  | number | 2,188 | 2,660 | 2,466 |
| <b>Critical Supplier in Tier-1</b>   |        |       |       |       |
| Total critical supplier in Tier-1  | number | 116   | 103   | 108   |
| % of total spend on critical suppliers in Tier-1   | %      | 17    | 13    | 28    |
| Total number of critical suppliers in non Tier-1   | number | N/A   | N/A   | N/A   |
| Total number of critical suppliers (Tier-1 and non Tier-1)   | number | 116   | 103   | 108   |
| <b>Supplier Assessment</b>   |        |       |       |       |
| Total number of suppliers assessed via desk assessments/ on-site assessments   | number | 270   | 355   | 137   |
| % of critical suppliers assessed   | %      | 10    | 37    | 61    |
| Number of suppliers assessed with substantial actual/potential negative impacts  | number | 19    | 41    | 6     |
| % of suppliers assessed with substantial actual/potential negative impacts with agreed corrective action/improvement plan  | %      | 58    | 12    | 67    |
| Number of suppliers assessed with substantial actual/potential negative impacts that were terminated                       | number | 5     | N/A   | N/A   |
| <b>Supplier with corrective Action Plans Implemented</b>   |        |       |       |       |
| Total number of suppliers supported in corrective action plan implementation   | number | 11    | 41    | 6     |
| % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action/improvement plan | %      | 58    | 12    | 67    |
| <b>Supplier Capacity Building Programmes</b>   |        |       |       |       |
| Total number of suppliers in capacity building programmes  | number | N/A   | N/A   | N/A   |
| % of critical suppliers in capacity building programmes  | %      | N/A   | N/A   | N/A   |
| Proportion of spending on local suppliers  | %      | 60    | 45    | 60    |

Training and Awareness Conducted in 2025

| Training Type                | Total Number of Programmes | Total Number of Participants |
|------------------------------|----------------------------|------------------------------|
| Compliance & Business Ethics | 18                         | 3,616                        |
| Cybersecurity                | 9                          | 549                          |

Scope of ISO certification

| Certification  | Entity   | Certification Scope  |
|--|--|--|
| ISO 37001:2016 Anti-Bribery Management System          | MISC Berhad  | Anti-Bribery Management System covering integrity and compliance processes, procurement, vendor management and business development for GAS Business Unit and Offshore Business segments.            |
|  | Malaysia Marine and Heavy Engineering Holdings Sdn. Bhd.                 | Anti-Bribery Management System for yard operation and its corporate services of Marine Operations and Heavy Engineering Operations.  |
|  | AET Tankers Pte. Ltd. (AET)  | Asset acquisition, commercial management and management of operations of owned and in chartered vessels including provision of ship lightering and support services.                                 |
|  | MISC Maritime Services Sdn. Bhd.   | Provision of support services, Port & Terminal Management services & Maritime services, at all regional sites where MMS operates namely in East & West Coast, Peninsular Malaysia and East Malaysia. |
| ISO 27001:2022 Information Security Management Systems | MISC Marine Holdings (L) Pte. Ltd. and MISC Shipmanagement (L) Pte. Ltd. | Provision of fleet management services.  |
|  | Malaysia Marine and Heavy Engineering Holdings Berhad                    | Information Security Management Systems for ICT services in securing business information related to major system applications   |

# REPORTING PRINCIPLES & DATA ASSUMPTIONS

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### Reporting Approach

The sustainability reporting principles of stakeholder inclusiveness, sustainability context, materiality and completeness have been applied when defining the content. Accuracy, balance, clarity, comparability, reliability and timeliness have also been considered.

### PRECAUTIONARY PRINCIPLES

We support a precautionary approach to social and environmental challenges. Many initiatives have been implemented to promote the development of sustainable solutions and innovations including effectively managing assets, business activities and project work. We have also collaborated with industry partners and both professional and technical organisations.

We have established a group-wide risk management system that identifies and assesses risks systematically. This system ensures that the Group's focus and stakeholders' expectations are balanced when combined with a thorough materiality assessment.

### INFORMATION ON EXCLUSIONS

Our approach to exclusions is based on our Group-wide sustainable business risk framework. Information which we are unable to verify is excluded from the report.

### SUSTAINABILITY FRAMEWORK

This Sustainability Report has been prepared in accordance with several local and international sustainability standards and frameworks indicated on page 5 of this report. Our reporting period covers the period from 1 January to 31 December 2025, unless specified and any material events that occurred after this date up to the date of publication.

### SCOPE

Except for GHG data, all our sustainability performance data are reported based on operational control. Based on the operational control scope, data are accounted from assets or facilities where MISC or its subsidiaries have the authority to introduce and implement our operational and HSE policies.

 Please refer to the scope for GHG data under the Environment Pillar in this section.

### CONSOLIDATION

For operational scope, 100% of the data reported is accounted for irrespective of the percentage of ownership where MISC has operational control. Assets and operations, in which MISC does not have operational control, are excluded.

 Please refer to the operational scope for GHG data under the Environment Pillar in this section.

### ENVIRONMENT PILLAR

#### GHG DATA

#### Scope

We adopt the GHG Protocol Corporate Standard's financial control approach for our GHG emissions (Scope 1 and 2) accounting which includes assets owned or leased that are used by MISC to gain economic benefits, with the exclusion of the following assets and operations:

- Downstream leased assets which are owned by MISC but leased out to other parties
- Assets where MISC has minority equity ownership and no control
- Upstream leased assets where MISC has no contro
- Short-term leases with a lease term of 6 months or less

The above-listed assets from our operations will be included in our Scope 3 GHG emissions (where material). The following gases are included in our GHG accounting:

- Carbon Dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Nitrous Oxide (N<sub>2</sub>O)
- Ethane (C<sub>2</sub>H<sub>6</sub>) – from our VLECs which uses ethane as fuel

### Consolidation

Emissions from the assets and facilities where MISC has financial control are accounted as MISC's Scope 1 and 2 emissions in full (100% of the emissions), except for JV assets. JV assets where MISC has joint financial control over the operations are accounted as Scope 1 or 2, with emissions apportioned according to MISC's ownership share of the venture. JVs in which MISC does not have financial control, are excluded.

Scope 3 emissions included in this report are emissions assessed as material for MISC in accordance with the following definition:

- Scope 3 categories covering the top two-thirds of the total Group's Scope 3 emissions
- Operational emissions from assets not accounted as Scope 1 and 2 of which fall under the following Scope 3 categories:
  - Leased vessels where MISC has no financial control
  - Vessels owned by MISC but leased out to other parties and MISC has no financial control
  - Vessels which MISC has equity ownership but not accounted in Scope 1 and 2

In 2025, we revisited our Scope 3 materiality categories to evaluate their relevance to our evolving operations. The following Scope 3 categories are identified as material to MISC based on the updated materiality assessment:

- Category 1 i.e., purchased goods and services from our Marine & Heavy Engineering segment
- Category 3 (Fuel-and Energy-Related Activities)
- Category 8 i.e., in-chartered vessels where MISC is the commercial operator only (neither the vessel owner nor have technical control)
- Category 13 i.e., our offshore assets which are leased out to customers for offshore oil and gas extraction
- Category 15 i.e., vessels which are jointly owned by MISC and other parties, where we have equity ownership but do not have control

Scope 3 categories 2, 4, 5, 6 and 7 are relevant but does not meet the materiality threshold and definition adopted by MISC. Categories related to product and franchise (Category 9-12 and Category 14) are assessed as not relevant for our business. A similar consolidation approach for our Scope 1 and 2 emissions, according to the financial consolidation methodology, is adopted for our Scope 3 emissions.

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### Scope 3 Emissions Calculations

| Scope 3 Category   | Calculation Method  |
|--|---|
| Category 1 i.e., purchased goods and services from our Marine & Heavy Engineering segment  | The spend-based method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, with industry-average emission factors from the US EPA Supply Chain applied to the economic value of the goods and services.  |
| Category 3 (Fuel-and Energy-Related Activities)  | The average-data method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, with industry-average emission factors from the UK Department for Environment, Food & Rural Affairs (DEFRA) applied to the actual fuel consumption data.   |
| Category 8 i.e., in-chartered vessels where MISC is the commercial operator only (neither the vessel owner nor have technical control) | The asset-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where the GHG emissions are provided by the ship operator of each leased asset based on actual fuel consumption.   |
| Category 13 i.e., our offshore assets which are leased out to customers for offshore oil and gas extraction                            | The asset-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where asset-specific fuel consumption data are collected from individual assets and fuel-specific emission factors, which is mostly taken from API Compendium are used to compute the emissions. For assets where actual fuel consumption data is not available, the emissions were estimated using design figure. |
| Category 15 i.e., vessels which are jointly owned by MISC and other parties, where we have equity ownership but do not have control    | The investment-specific method, as described in the Scope 3 Technical Guidance by the GHG Protocol, is used to calculate emissions, where GHG emissions of the jointly owned assets are collected from our associated/affiliated companies and the emissions are accounted based on the share of investment.  |

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### GHG Emissions (Scope 1 and 2) Calculations

The methodology MISC has adopted for the quantification of GHG emissions is through the application of documented emission factors. GHG emissions from our marine combustion sources are calculated in accordance with the IMO guidelines and uses emission factors as published by IMO. Two primary references are used namely the Fourth IMO GHG Study 2020 and the Guidelines for Voluntary Use of the Ship Energy Efficiency Operational Indicator (EEOI). Methane/ethane emissions from our LNG dual-fuel engines are calculated using engine specific methane/ethane slip levels.

Methane emissions from all other vessels (non dual-fuel engine) and nitrous oxide emissions are calculated using emission factors published in the Fourth IMO GHG Study 2020. For non-marine sources, our primary scheme used is the 2006 IPCC Guidelines for National GHG Inventories (IPCC). Specific elements not available in the IPCC, UK BEIS and US EPA emission factors are used. We measure our vessel's carbon intensity performance using two metrics as follows:

### Annual Efficiency Ratio (AER)

- AER measures a vessel's total CO<sub>2</sub> per transport work (unit is gCO<sub>2</sub>/ton-nm).
- Transport work is calculated by multiplying the vessel's deadweight with the distance travelled.
- AER is chosen to align with the metric adopted by IMO for ships CII scheme applicable for tankers and LNGCs which effects in 2023.

At the MEPC 78 meeting, IMO approved correction factors applicable on some of MISC's ship types. These correction factors allow for adjustments on the attained AER equation and excludes some portion of emissions from the calculation.

The AER reported in the Performance Data Metrics however are calculated for total emissions of MISC's vessels without any corrections or adjustments applied.

### Carbon Intensity Indicator (CII)

- Rating system that measures a vessel's energy efficiency and carbon using a common unit termed as gram of carbon dioxide emitted per nautical mile and cargo carrying capacity.
- The ship is given an annual rating from A to E based on its CII.

### GHG Emissions Intensity (AERCO<sub>2e</sub>)

- Measures a vessel's total emissions of carbon, methane, ethane and nitrous oxide using a common unit termed as carbon dioxide equivalent per transport work (gCO<sub>2e</sub>/ton-nm).
- Transport work is calculated by multiplying the vessel's deadweight with the distance travelled.

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### Environmental Indicators

| Indicator   | Assumptions   |
|---|---|
| Air Emissions   | Emissions from marine sources are calculated using the methodology and emission factors from the Fourth IMO GHG Study 2020. For non-marine sources, our primary scheme used is USEPA.   |
| Vessel Garbage  | Sum of all garbage categories in volumetric unit (m <sup>3</sup> ) disposed to reception facilities, discharged to sea and incinerated, as recorded in the vessel's Garbage Record Book.  |
| Operational Effluent Discharge                                | Sum of the volumes of bilge water and cargo residues discharged to sea and at shore reception facility, as recorded in the vessel's Oil Record Book.  |
| Hazardous Waste   | Sum of all hazardous waste types generated from MISC's shore operations.<br><br>Hazardous wastes managed through reuse, recovery and recycle (3R) is the sum of all hazardous waste types generated which are sent to 3R facilities and excludes the quantity of hazardous wastes sent to final disposal sites i.e. landfill or incineration sites.                         |
| Non-hazardous Waste   | Sum of all non-hazardous waste types generated from MISC's shore operations.<br><br>Non-hazardous wastes managed through reuse, recovery and recycle (3R) is the sum of all non-hazardous waste types generated which are sent to 3R facilities. Assumptions are used to estimate the non-hazardous waste generation for facilities where the actual data is not available. |
| Freshwater Withdrawal   | Actual volume of freshwater drawn into MISC facilities from municipal supply, as recorded in water bills.   |
| Spill   | Unplanned or uncontrolled releases of liquid or solid associated with current operations from primary or secondary containment, into the environment. (i.e., soil and surface water).   |
| Average Energy Efficiency Design Index (EEDI) for New Vessels | Total EEDI for new vessels divided by total number of new vessels.  |
| Fines/penalties   | A sum of money required to be paid to the regulatory agency/local authority as a penalty for an offence such as non-compliance with rules and regulations.  |
| ISO Certification Percentages                                 | Calculated based on the manhours of each entity against total manhours of the Group.  |

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### SOCIAL PILLAR

#### Health & Safety

Data regarding working hours, fatalities, injuries and recordable cases under the health and safety are reported through our consolidated reporting tool based on submitted data from all reporting entities within the Group.

| Indicator   | Assumptions  |
|---|--|
| LTI (Lost Time Injury)                                  | The Sum of Fatalities, Permanent Total Disabilities (PTD), Permanent Partial Disabilities (PPD) and Lost Workday Cases (LWC) but excluding Restricted Work Cases (RWC) and Medical Treatment Cases (MTC).  |
| LTIF (Lost Time Injury Frequency)                       | The number of Lost Time Injuries per million hours worked.   |
| TRC (Total Recordable Case)                             | TRC The sum of Fatalities, Permanent Total Disabilities (PTD), Permanent Partial Disabilities (PPD), Lost Workday Cases (LWC), Restricted Workday Cases (RWC) and Medical Treatment Cases (MTC).   |
| TRCF (Total Recordable Case Frequency)                  | The number of Total Recordable Cases per million hours worked.   |
| TROIF (Total Recordable Occupational Illness Frequency) | TROIF measures the frequency of work-related illnesses per million hours worked.   |
| TROIF (Total Recordable Working Hours)                  | Actual "hours worked" including overtime and training but excluding off-duty hours (although the time is spent at the worksite or premise), leave, sickness and other absences.  |
| Work-related  | For shipping operations (Eaglestar), man-hours accumulation starts when the employee signs on and ends when the employees sign off from the vessel.<br><br>Work-related is described as those activities for which management controls are, or should have been, in place. Incidents occurring during such activities are reportable and will be included in the statistics. |
| Fines/penalties   | A sum of money required to be paid to the regulatory agency/local authority as a penalty for an offence such as non-compliance with rules and regulations. This shall include traffic summons and fines by municipal bodies issued to company-owned vehicles.  |
| Significant Investment Agreement and Contracts          | Human rights clauses are already included as part of requirements in significant investments agreements and contracts that require approval at higher level i.e. PGCEO and Board (MISC Berhad only).   |

## REPORTING PRINCIPLES & DATA ASSUMPTIONS

### Talent Excellence

Data regarding number of employees and seafarers, gender, employment position, age group, nationality, new hires, turnover, training hours, parental leaves and collective bargaining are generated through SAP System (HR System).

| Indicator   | Assumptions   |
|---|---|
| Average Hiring Cost                                 | The average hiring cost includes internal and external recruiting cost e.g. recruiter salaries, interviews, agency fees, advertising, job fairs, travel and relocation costs.   |
| Average Training Hours                              | Total training hours divided by the total number of employees.  |
| Employee Engaged                                    | Engaged employee is based on active employees participating in the company's scaled employee engagement surveys-POCS.   |
| Headcounts  | Regular employees excluding those on unpaid leave as of 31 <sup>st</sup> December. Permanent and contract employees, third-party, JVs and project are included in the scope.  |
| Junior Management                                   | Represent Manager unless if specifically stated otherwise.  |
| Middle Management                                   | Represent Manager and Senior Manager unless if specifically stated otherwise.   |
| Performance Appraisal                               | All eligible employees will undergo formal performance evaluation during year-end review and will be given performance rating based on the performance rating scale.  |
| Rate of Absenteeism                                 | Absenteeism is non-attendance at work when attendance was scheduled or expected i.e. AWOL/MIA.  |
| Senior Leadership                                   | Represent General Manager and above unless if specifically stated otherwise.  |
| Unionised Employees                                 | Employee who is eligible and opted to join a union that is recognised by the company.   |
| Management Position in Revenue Generating Functions | Refers to management roles in departments such as sales, or that contribute directly to the output of products or services. It excludes support functions such as HR, IT, Legal. May also be referred to as roles that have P&L responsibility. |
| STEM-Related Function                               | Refers to roles that use their knowledge of Science, Technology, Engineering and Mathematics (STEM) in their daily responsibilities.  |
| Talent Retention                                    | Cover only high-performing employees.   |
| Average Hiring Cost                                 | The average hiring cost includes internal and external recruiting cost e.g. recruiter salaries, interviews, agency fees, advertising, job fairs, travel and relocation costs.   |
| Attrition Rate                                      | Overall employee turnover which includes but not limited to resignation, retirement, mutual separation, contract expiry, dismissal/termination, medical boarded out, redundancy, deceased/death.  |
| Voluntary Attrition Rate                            | Includes only resignations, retirements and mutual separations.   |

### GOVERNANCE PILLAR

Data regarding number of anti-bribery and corruption, whistleblowing, competition protocol and other critical laws, personal data and information, political contribution, third-party due diligence, human rights and cybersecurity are generated through internal data consolidation system.

| Indicator                  | Assumptions   |
|----------------------------|---|
| Major Cybersecurity Breach | A cybersecurity breach that has major adverse impact on any of our asset, data, environmental,functional, people or reputation per MISC Cybersecurity Incident Response Plan definitions. |

## Sustainability Reporting Standards & Disclosures - Global Reporting Initiative Content Index

|                         |  |
|-------------------------|--|
| <b>Statement of Use</b> | MISC has reported the information cited in this Global Reporting Initiative (GRI) content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards. |
| <b>GRI 1 Used</b>       | GRI 1: Foundation 2021   |

| GRI 2: General Disclosures 2021   | Location of the Disclosures  | Page No.                              |
|---|--|---------------------------------------|
| GRI 2-1: Organisational details   | <ul style="list-style-type: none"> <li>About This Report</li> <li>Who We Are</li> <li>Our Businesses</li> </ul>  | 4-13,<br>IAR 6-10                     |
| GRI 2-2: Entities included in the organisation's sustainability reporting             | About This Report  | 4                                     |
| GRI 2-3: Reporting period, frequency and contact point                                |  |                                       |
| GRI 2-4: Restatements of information  | <ul style="list-style-type: none"> <li>Social Pillar - Health,Safety &amp; Security</li> <li>Environmental Pilar - GHG Emissions</li> </ul>                                      | 286,<br>283-284                       |
| GRI 2-5: External assurance   | Data Assurance   | 278-280                               |
| GRI 2-6: Activities, value chain and other business relationships                     | <ul style="list-style-type: none"> <li>Who We Are</li> <li>Our Businesses</li> <li>How We Move Energy</li> </ul>   | 6-13,<br>230-232,<br>IAR 6-13         |
| GRI 2-7: Employees  | Performance Data:<br>Social Pillar - Talent Excellence   | 288-291                               |
| GRI 2-9: Governance structure and composition   | Sustainability Governance  | 40-43,<br>IAR 152-160,<br>IAR 172-195 |
| GRI 2-10: Nomination and selection of the highest governance body                     | Integrated Annual Report: <ul style="list-style-type: none"> <li>Profile of the Board of Directors</li> <li>Corporate Governance Overview Staement (Board Committees)</li> </ul> | IAR 152-160,<br>IAR 175               |
| GRI 2-11: Chair of the highest governance body  | Integrated Annual Report:<br>Profile of the Board of Directors   | IAR 152                               |
| GRI 2-12: Role of the highest governance body in overseeing the management of impacts | Sustainability Governance  |                                       |
| GRI 2-13: Delegation of responsibility for managing impact                            |  | 40-43                                 |
| GRI 2-14: Role of the highest governance body in sustainability reporting             |  |                                       |
| GRI 2-15: Conflicts of interest   | Operating Responsibly  | 203-205,<br>IAR 211                   |
| GRI 2-16: Communication of critical concerns  | Sustainability Governance  | 179, 183, 215                         |
| GRI 2-17: Collective knowledge of the highest governance body                         |  |                                       |
| GRI 2-18: Evaluation of the performance of the highest governance body                | Integrated Annual Report:<br>Corporate Governance Overview Statement   | 239,<br>IAR 172-195,<br>IAR 176-177   |
| GRI 2-19: Remuneration policies   |  |                                       |
| GRI 2-20: Process to determine remuneration   |  |                                       |
| GRI 2-22: Statement on sustainable development strategy                               | Chairman's Message   | 14-17                                 |
| GRI 2-23: Policy commitments  | Respecting Human Rights at Sea and Shore   | 180-181                               |
| GRI 2-24: Embedding policy commitments  | <ul style="list-style-type: none"> <li>Respecting Human Rights at Sea and Shore</li> <li>Operating Responsibly</li> </ul>  | 180-191,<br>202-217                   |
| GRI 2-25: Process to remediate negative impacts                                       | Respecting Human Rights at Sea and Shore   | 191                                   |

SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES -  
GLOBAL REPORTING INITIATIVE CONTENT INDEX

| GRI 2: General Disclosures 2021                             | Location of the Disclosures   | Page No.              |
|---|---|-----------------------|
| GRI 2-26: Mechanism for seeking advice and raising concerns | <ul style="list-style-type: none"> <li>Operating Responsibly</li> <li>Respecting Human Rights at Sea and Shore</li> </ul>   | 180, 191, 215         |
| GRI 2-27: Compliance with laws and regulations              | <ul style="list-style-type: none"> <li>Operating Responsibly</li> <li>Performance Data: Governance Pillar</li> <li>Integrated Annual Report: Statement of Risk Management and Internal Control</li> </ul> | 204, 296, IAR 218-237 |
| GRI 2-28: Membership associations                           | Our Stakeholders' Universe  | 76-81                 |
| GRI 2-29: Approach to stakeholder engagement                | Our Stakeholders' Universe  | 54-75                 |
| GRI 2-30: Collective bargaining agreements                  | Performance Data: Social Pillar – Talent Excellence   | 293                   |
| GRI 3: Material Topics 2021                                 |   |                       |
| GRI 3-1: Process to determine material topics               | <ul style="list-style-type: none"> <li>Prioritising What Is Most Material</li> <li>Throughout The Report</li> <li>Integrated Annual Report (Our Material Matters)</li> </ul>                              | 44-53, IAR 64-73      |
| GRI 3-2: List of material topics                            |   |                       |
| GRI 3-3: Management of material topics                      |   |                       |

| GRI Content Index   | Location of the Disclosures   | Page No.       |
|---|---|----------------|
| GRI 201: Economic Performance 2016  |   |                |
| Disclosure 201-1: Direct economic value generated and distributed                                 | <ul style="list-style-type: none"> <li>Economic Value Creation</li> <li>Sustainability-related Financial Disclosures</li> </ul> | 88-92, 246-265 |
| Disclosure 201-2: Financial implications and other risks and opportunities due to climate change  |   |                |
| GRI 203: Indirect Economic Impacts 2016   |   |                |
| Disclosure 203-2: Significant indirect economic impacts   | Economic Value Creation   | 93-94          |
| GRI 204: Procurement Practise 2016  |   |                |
| Disclosure 204-1: Proportion of spending on local suppliers                                       | Performance Data: Supply Chain  | 94, 297        |
| GRI 205: Anti-corruption 2016   |   |                |
| Disclosure 205-1: Operations assessed for risks related to corruption                             | Performance Data: Governance Pillar   | 296            |
| Disclosure 205-2: Communication and training about anti-corruption policies and procedures        | Operating Responsibly   | 205-208, 296   |
| Disclosure 205-3: Confirmed incidents of corruption and action taken                              | Performance Data: Governance Pillar   | 296            |
| GRI 206: Anti-competitive Behaviour 2016  |   |                |
| Disclosure 206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices | Performance Data: Governance Pillar   | 296            |

SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES -  
GLOBAL REPORTING INITIATIVE CONTENT INDEX

| GRI Content Index  | Location of the Disclosures   | Page No.         |
|--|---|------------------|
| GRI 207: Tax 2019  |   |                  |
| Disclosure 207-1: Approach to tax  | Economic Value Creation   | 86-87            |
| Disclosure 207-2: Tax governance, control and risk management  |   |                  |
| Disclosure 207-3: Stakeholder engagement and management of concerns related to tax   |   |                  |
| GRI 302: Energy 2016   |   |                  |
| Disclosure 302-1: Energy consumption within the organisation   | <ul style="list-style-type: none"> <li>Greenhouse Gas Management</li> <li>Performance Data: Environmental Pillar</li> </ul> | 113, 283         |
| Disclosure 302-3: Energy intensity   | Performance Data: Environmental Pillar  | 283              |
| Disclosure 302-4: Reduction of energy consumption  | Greenhouse Gas Management   | 112-113          |
| GRI 303: Water and Effluents 2018  |   |                  |
| Disclosure 303-1: Interactions with water as a shared resource   | Water Management  | 132              |
| Disclosure 303-2: Management of water discharge-related impacts  | Wastewater Management   | 131              |
| Disclosure 303-3: Water withdrawal   | <ul style="list-style-type: none"> <li>Water Management</li> <li>Performance Data: Environmental Pillar</li> </ul>          | 132, 284         |
| Disclosure 303-5: Water consumption  | Performance Data: Environmental Pillar  | 284              |
| GRI 305: Emissions 2016  |   |                  |
| Disclosure 305-1: Direct (Scope 1) GHG emissions   | <ul style="list-style-type: none"> <li>Greenhouse Gas Management</li> <li>Performance Data: Environmental Pillar</li> </ul> | 111-114, 282-283 |
| Disclosure 305-2: Energy indirect (Scope 2) GHG emission   |   |                  |
| Disclosure 305-3: Other indirect (Scope 3) GHG emissions   |   |                  |
| Disclosure 305-4: GHG emissions intensity  |   |                  |
| Disclosure 305-5: Reduction of GHG emissions   | Other Environmental Matters   | 131              |
| Disclosure 305-6: Emission of ozone – depleting substances (ODS)   | Other Environmental Matters   | 130              |
| Disclosure 305-7: Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions |   |                  |
| GRI 306: Waste 2020  |   |                  |
| Disclosure 306-1: Waste generation and significant waste-related impacts   | Promoting Circular Economy  | 117-119          |
| Disclosure 306-2: Management of significant waste-related impacts  |   |                  |
| Disclosure 306-3: Waste generated  | Performance Data: Environmental Pillar  | 283-284          |
| Disclosure 306-4: Waste diverted from disposal   |   |                  |
| Disclosure 306-5: Waste directed to disposal   |   |                  |
| GRI 308: Supplier Environmental Assessment 2016  |   |                  |
| Disclosure 308-1: New suppliers that were screened using environmental criteria  | Performance Data: Supply Chain  | 297              |
| Disclosure 308-2: Negative environmental impacts in the supply chain and actions taken                                     |   |                  |

SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES -  
GLOBAL REPORTING INITIATIVE CONTENT INDEX

| GRI Content Index  | Location of the Disclosures   | Page No.            |
|--|---|---------------------|
| <b>GRI 401: Employment 2016</b>  |   |                     |
| Disclosure 401-1: New employee hires and employee turnover   | Performance Data:<br>Social Pillar – Talent Excellence  | 291-292             |
| Disclosure 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees | Our People, Our Strength  | 174-175             |
| Disclosure 401-3: Parental leave   | Performance Data:<br>Social Pillar – Talent Excellence  | 293                 |
| <b>GRI 403: Occupational Health and Safety 2018</b>  |   |                     |
| Disclosure 403-1 Occupational health and safety management system  | <ul style="list-style-type: none"> <li>Strengthening Safety Culture</li> <li>Performance Data:<br/>Social Pillar – Health, Safety and Security</li> </ul> | 133-135,<br>286-287 |
| Disclosure 403-3: Occupational health services   | Strengthening Safety Culture  | 154-158             |
| Disclosure 403-4: Worker participation, consultation and communication on occupational health and safety             | Strengthening Safety Culture  | 146                 |
| Disclosure 403-5: Worker training on occupational health and safety  | <ul style="list-style-type: none"> <li>Strengthening Safety Culture</li> <li>Performance Data:<br/>Social Pillar – Health, Safety and Security</li> </ul> | 150, 287            |
| Disclosure 403-6: Promotion of worker health   | Strengthening Safety Culture  | 153-158             |
| Disclosure 403-9: Work-related injuries  | <ul style="list-style-type: none"> <li>Strengthening Safety Culture</li> <li>Performance Data:<br/>Social Pillar – Health, Safety and Security</li> </ul> | 142, 286            |
| <b>GRI 404: Training and Education 2016</b>  |   |                     |
| Disclosure 404-1: Average hours of training per year per employee  | Performance Data:<br>Social Pillar – Talent Excellence  | 292                 |
| Disclosure 404-2: Programmes for upgrading employee skills and transition assistance programmes                      | Performance Data:<br>Social Pillar – Talent Excellence  | 169-171             |
| Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews               | Our People, Our Strength  | 174                 |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>   |   |                     |
| Disclosure 405-1: Diversity of governance bodies and employees   | Performance Data:<br>Social Pillar – Talent Excellence  | 288-292             |
| Disclosure 405-2: Ratio of basic salary and remuneration of women to men   |   |                     |

SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES -  
GLOBAL REPORTING INITIATIVE CONTENT INDEX

| GRI Content Index  | Location of the Disclosures   | Page No. |
|--|---|----------|
| <b>GRI 406: Non-discrimination 2016</b>  |   |          |
| Disclosure 406-1: Incidents of discrimination and corrective actions taken                                     | Performance Data:<br>Governance Pillar  | 296      |
| <b>GRI 413: Local Communities 2016</b>   |   |          |
| Disclosure 413-1: Operations with local community engagement, impact assessments and development programmes    | <ul style="list-style-type: none"> <li>Partnering With the Community</li> <li>Respecting Human Rights at Sea and Shore</li> </ul> | 192-198  |
| <b>GRI 414: Supplier Social Assessment 2016</b>  |   |          |
| Disclosure 414-1: New suppliers that were screened using social criteria                                       | Performance Data:<br>Supply Chain   | 297      |
| Disclosure 414-2: Negative social impacts in the supply chain and actions taken                                |   |          |
| <b>GRI 415: Public Policy 2016</b>   |   |          |
| Disclosure 415-1: Political contributions  | Performance Data:<br>Governance Pillar  | 296      |
| <b>GRI 418: Customer Privacy 2016</b>  |   |          |
| Disclosure 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data | Performance Data:<br>Governance Pillar  | 296      |
| <b>GRI 101: Biodiversity 2024</b>  |   |          |
| Disclosure 101-1: Policies to halt and reverse biodiversity loss   | Conserving Marine Biodiversity  | 121-122  |
| Disclosure 101-2 : Management of biodiversity impact   |   |          |
| Disclosure 101-4 : Identification of biodiversity impact   |   |          |

## SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES - SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

MISC recognises the value of Sustainability Accounting Standards Board (SASB) approach to create disclosures expectations based on the material issues for each sector. The standards identify the subset of environmental, social and governance issues most relevance to financial performance.

| Topic                        | Accounting Metric  | Unit   | Data/Location of Disclosures                                   |
|------------------------------|--|--|--|
| Greenhouse Gas Emissions     | Gross global Scope 1 emissions <sup>1</sup>  | Metric tons (t) CO <sub>2</sub> e              | Performance data – Environmental pillar                        |
|                              | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets  | n/a  | Our Decarbonisation Pathway                                    |
|                              | (1) Total energy consumed <sup>2</sup> ,<br>(2) percentage heavy fuel oil <sup>3</sup> and<br>(3) percentage renewable <sup>4</sup>  | Gigajoules (GJ),<br>Percentage (%)             | (1) 47,077,798<br>(2) 4.60<br>(3) 0.07                         |
|                              | Average Energy Efficiency Design Index (EEDI) for new ships <sup>5</sup>   | Grams of CO <sub>2</sub> per ton-nautical mile | Performance data – Environmental pillar                        |
| Air Quality                  | Air emissions of the following pollutants:<br>(1) NO <sub>x</sub> (excluding N <sub>2</sub> O) <sup>6</sup> ,<br>(2) SO <sub>x</sub> <sup>7</sup> and<br>(3) particulate matter (PM <sub>10</sub> ) <sup>8</sup> | Metric tons (t)                                | Performance data – Environmental pillar                        |
| Ecological Impacts           | Shipping duration in marine protected areas or areas of protected conservation status  | Number of travel days                          | 0  |
|                              | Percentage of fleet implementing ballast water<br>(1) exchange <sup>12</sup> and<br>(2) treatment <sup>13</sup>  | Percentage (%)                                 | Performance data – Environmental pillar                        |
|                              | (1) Number <sup>9</sup> and<br>(2) aggregate volume of spills and releases to the environment <sup>10</sup>  | Number, Cubic meters (m <sup>3</sup> )         | Performance data – Environmental pillar                        |
| Employee Health & Safety     | Lost time incident rate (LTIR)   | Rate   | Performance data – Social pillar - Health, Safety and Security |
| Business Ethics              | Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index   | Number   | 63   |
|                              | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption   | Reporting currency                             | N/A  |
| Accident & Safety Management | (1) Number of marine casualties,<br>(2) Percentage classified as very serious  | Number,<br>Percentage (%)                      | (1) 0*<br>(2) 0%   |
|                              | Number of<br>(1) Conditions of Class or<br>(2) Recommendations   | Number   | (1) 41   |
|                              | Number of port state control<br>(1) deficiencies and<br>(2) detentions   | Number   | Number of port state control<br>(1) 67<br>(2) NIL              |

Note :  
\* For shipping segment only

## SUSTAINABILITY REPORTING STANDARDS & DISCLOSURES - SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

### Activity Metrics

| Activity Metric                                   | Unit                     | Value      |
|---|--------------------------|------------|
| Number of shipboard employees                     | Number                   | 3,663      |
| Total distance travelled by vessels <sup>11</sup> | Nautical miles (nm)      | 4,806,927  |
| Operating days                                    | Days                     | 18,658     |
| Deadweight tonnage                                | Thousand deadweight tons | 10,885,333 |
| Number of vessels in total shipping fleet         | Number                   | 108        |
| Number of vessel port calls                       | Number                   | 33,009     |

## LIST OF ABBREVIATIONS

|                        |  |
|------------------------|--|
| <b>ABAC</b>            | Anti-Bribery and Anti-Corruption   |
| <b>ABS</b>             | American Bureau of Shipping  |
| <b>ACS</b>             | Ammonia Cracking System  |
| <b>AER</b>             | Annual Efficiency Ratio  |
| <b>AET</b>             | AET Tanker Holdings Sdn. Bhd.  |
| <b>AiP</b>             | Approval in Principle  |
| <b>ALAM</b>            | Akademi Laut Malaysia  |
| <b>API</b>             | American Petroleum Institute   |
| <b>AR6</b>             | Sixth Assessment Report of the Intergovernmental Panel on Climate Change |
| <b>ATR</b>             | Adoption Transition Relief   |
| <b>BAC</b>             | Board Audit Committee  |
| <b>BCAV</b>            | Behavioural Competency Assessment and Verification                       |
| <b>BCMF</b>            | Business Continuity Management Framework                                 |
| <b>BEIS</b>            | UK Department for Business, Energy & Industrial Strategy                 |
| <b>BIMCO</b>           | Baltic and International Maritime Council                                |
| <b>BNRC</b>            | Board Nomination & Remuneration Committee                                |
| <b>BSRC</b>            | Board Sustainability & Risk Committee                                    |
| <b>BU</b>              | Business Unit  |
| <b>BV</b>              | Bureau Veritas   |
| <b>CAPEX</b>           | Capital Expenditure  |
| <b>CCS</b>             | Carbon Capture and Storage   |
| <b>CDP</b>             | Carbon Disclosure Project  |
| <b>CFD</b>             | Computational Fluid Dynamics   |
| <b>CHRO</b>            | Chief Human Resource Officer   |
| <b>CII</b>             | Carbon Intensity Indicator   |
| <b>CLA</b>             | Critical Legal Areas   |
| <b>CO<sub>2</sub></b>  | Carbon dioxide   |
| <b>CO<sub>2e</sub></b> | Carbon dioxide equivalent  |
| <b>CPTPP</b>           | Comprehensive and Progressive Agreement for Trans-Pacific Partnership    |
| <b>CRO</b>             | Climate-related risks and opportunities                                  |
| <b>CSSO</b>            | Chief Strategy & Sustainability Officer                                  |
| <b>DCR</b>             | Daily Charter Rate   |
| <b>DEFRA</b>           | UK Department for Environment, Food & Rural Affairs                      |
| <b>DPST</b>            | Dynamic Positioning Shuttle Tanker                                       |
| <b>EEDI</b>            | Energy Efficiency Design Index   |
| <b>EEOI</b>            | Energy Efficiency Operational Indicator                                  |
| <b>ELT</b>             | Executive Leadership Team  |

|                        |  |
|------------------------|--|
| <b>EPC</b>             | Engineering, Procurement and Construction                              |
| <b>EPCIC</b>           | Engineering, Procurement, Construction, Installation and Commissioning |
| <b>ESG</b>             | Environmental, social and governance                                   |
| <b>ETS</b>             | Emissions Trading System   |
| <b>EU ETS</b>          | European Union Emissions Trading System                                |
| <b>FID</b>             | Final Investment Decision  |
| <b>FPSO</b>            | Floating production, storage and offloading                            |
| <b>FSO</b>             | Floating storage and offloading  |
| <b>FPU</b>             | Floating production unit   |
| <b>FY</b>              | Financial year   |
| <b>GAS</b>             | Gas Assets & Solutions   |
| <b>GC</b>              | Generative Culture   |
| <b>GCMD</b>            | Global Centre for Maritime Decarbonisation                             |
| <b>GFI</b>             | Greenhouse gas fuel intensity  |
| <b>GHG</b>             | Greenhouse gas   |
| <b>GHSSE</b>           | Group Health, Safety, Security and Environment                         |
| <b>GRI</b>             | Global Reporting Initiative  |
| <b>HAZID</b>           | Hazard Identification  |
| <b>HIRARC</b>          | Hazard Identification, Risk Assessment and Risk Control                |
| <b>HSSE</b>            | Health, safety, security and environment                               |
| <b>HSSES</b>           | Health, Safety, Security, Environment and Sustainability               |
| <b>HSSEMS</b>          | Health, safety, security and environment management system             |
| <b>HVDC</b>            | High Voltage Direct Current  |
| <b>ICAO</b>            | International Civil Aviation Organization                              |
| <b>ICP</b>             | Internal Carbon Pricing  |
| <b>IFRS</b>            | International Financial Reporting Standards                            |
| <b>IMO</b>             | International Maritime Organization                                    |
| <b>IPCC</b>            | Intergovernmental Panel on Climate Change                              |
| <b>ISSB</b>            | International Sustainability Standards Board                           |
| <b>JV</b>              | Joint venture  |
| <b>JIT</b>             | Just-in-Time   |
| <b>KPI</b>             | Key Performance Indicator  |
| <b>LCO<sub>2</sub></b> | Liquefied carbon dioxide   |
| <b>LNG</b>             | Liquefied natural gas  |
| <b>LOPC</b>            | Loss of primary containment  |
| <b>LSV</b>             | Lightering Support Vessel  |

|                       |   |
|-----------------------|---|
| <b>LTIF</b>           | Lost time injury frequency  |
| <b>MCV</b>            | Modular Capture Vessel  |
| <b>MEAT</b>           | Management Effectiveness Assessment Tool                            |
| <b>MFRS</b>           | Malaysian Financial Reporting Standards                             |
| <b>MHB</b>            | Malaysia Marine and Heavy Engineering Holdings Berhad               |
| <b>MISC</b>           | MISC Berhad   |
| <b>MMLR</b>           | Main Market Listing Requirements                                    |
| <b>MRV</b>            | Monitoring, reporting and verification                              |
| <b>MRC</b>            | Management Risk Committee   |
| <b>NED</b>            | New Energy Division   |
| <b>NOAA</b>           | National Oceanic and Atmospheric Administration                     |
| <b>NO<sub>x</sub></b> | Nitrogen oxides   |
| <b>OCCS</b>           | Onboard carbon capture and storage                                  |
| <b>OLA</b>            | Operational Legal Areas   |
| <b>OSS</b>            | Offshore Substation   |
| <b>PAYS</b>           | Pay-As-You-Save   |
| <b>PEM</b>            | Proton Exchange Membrane  |
| <b>PEMFC</b>          | Proton Exchange Membrane Fuel Cell                                  |
| <b>PPE</b>            | Personal Protective Equipment                                       |
| <b>PRASC</b>          | Project Risk Assessment Sub-Committee                               |
| <b>R&amp;D</b>        | Research and Development  |
| <b>RECs</b>           | Renewable Energy Certificates                                       |
| <b>RM</b>             | Ringgit Malaysia  |
| <b>SASB</b>           | Sustainability Accounting Standards Board                           |
| <b>SCMG</b>           | Strategic Crisis Management Guideline                               |
| <b>Scope 1, 2, 3</b>  | Direct, energy-indirect and other indirect greenhouse gas emissions |
| <b>SDGs</b>           | Sustainable Development Goals                                       |
| <b>SHI</b>            | Samsung Heavy Industries  |
| <b>SO<sub>x</sub></b> | Sulphur oxides  |
| <b>SRO</b>            | Sustainability-related risks and opportunities                      |
| <b>SSP</b>            | Shared Socioeconomic Pathway  |
| <b>STS</b>            | Ship-to-Ship  |
| <b>SU</b>             | Sustainability Unit   |
| <b>TRCF</b>           | Total recordable case frequency                                     |
| <b>UCUA</b>           | Unsafe condition unsafe act   |
| <b>USD</b>            | United States dollar  |
| <b>VLCC</b>           | Very large crude carrier  |

|             |                                 |
|-------------|---------------------------------|
| <b>VLEC</b> | Very large ethane carrier       |
| <b>WAPS</b> | Wind-assisted propulsion system |
| <b>WtW</b>  | Well-to-wake                    |

## LIST OF ABBREVIATIONS

This page is intentionally left blank.

[www.miscgroup.com](http://www.miscgroup.com)

**MISC BERHAD**

196801000580 (8178-H)

Level 25, Menara Dayabumi, Jalan Sultan Hishamuddin, 50050 Kuala Lumpur

T +603 2264 0888